

A decorative border with a repeating geometric pattern surrounds the entire page.

# **IRVING INDEPENDENT SCHOOL DISTRICT**

*Celebrating 100 Years  
Of Learning*

**Salary Schedules  
2009-2010**



# IRVING INDEPENDENT SCHOOL DISTRICT

SALARY SCHEDULES

FOR

2009-2010

*Celebrating 100 Years  
Of Learning*

BOARD OF TRUSTEES

Jerry Christian, President  
Valerie Jones, Vice President  
Nancy L. Jones, Secretary

Heather Ashley  
Ronda Huffstetler  
A.D. Jenkins  
Nita Patrick



IRVING INDEPENDENT SCHOOL DISTRICT  
SALARY SCHEDULES  
2009-2010

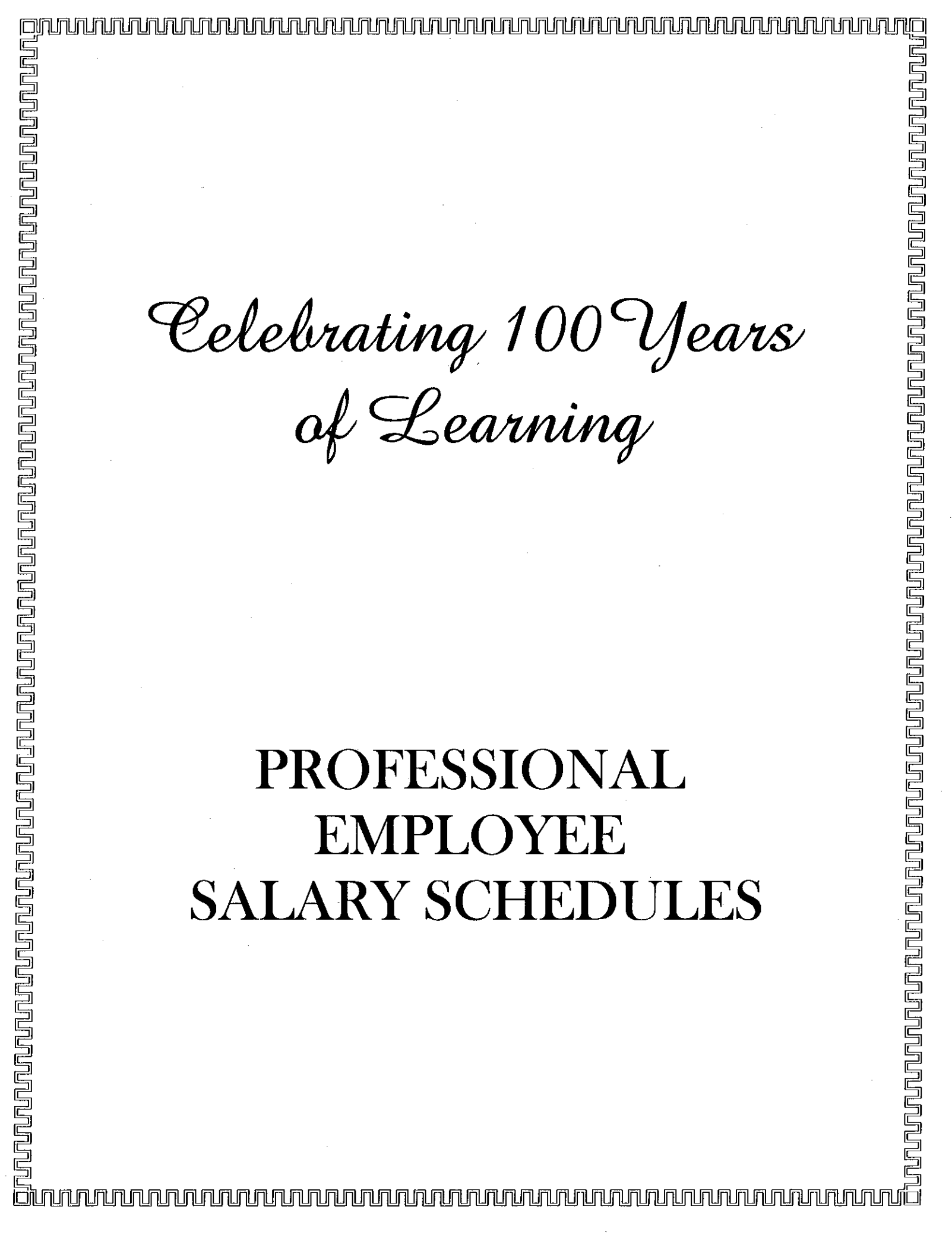
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All of the schedules and rates in this book are for the 2009-2010 school fiscal year only. Other than is provided by state law, there is no assurance that these schedules and rates will be effective in any future years.

Please use this handbook and information as a resource. There may be changes or revisions to the salary information as required. The Personnel Department makes final determinations regarding salary calculations. Contents of this book are not intended to create any contractual or other legal rights and are designated solely to be used as a guide in the administration of wages and salaries for the Irving ISD employees.



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*Celebrating 100 Years  
of Learning*

**PROFESSIONAL  
EMPLOYEE  
SALARY SCHEDULES**



# IRVING ISD TEACHER SALARY SCHEDULE 2009-2010

YRS EXP	BACHELORS DEGREE 187 DAYS	MASTERS DEGREE 187 DAYS
0	48,300	\$49,950
1	48,400	\$50,050
2	48,500	\$50,150
3	48,600	\$50,250
4	48,750	\$50,400
5	49,000	\$50,650
6	49,220	\$50,920
7	49,530	\$51,230
8	49,730	\$51,430
9	49,930	\$51,630
10	50,400	\$52,100
11	50,800	\$52,500
12	51,400	\$53,100
13	52,115	\$53,815
14	52,640	\$54,340
15	53,110	\$54,810
16	53,650	\$55,350
17	54,150	\$55,850
18	55,154	\$56,854
19	55,918	\$57,618
20	56,800	\$58,500
21	57,117	\$59,267
22	58,250	\$60,500
23	59,027	\$61,227
24	59,900	\$62,150
25	60,700	\$63,100
26	61,375	\$63,935
27	62,265	\$64,465
28	63,150	\$65,250
29	64,050	\$66,150
30	64,750	\$66,900
31	65,050	\$67,050
32	65,300	\$67,900
33	65,500	\$67,950
34	65,750	\$68,100
35	66,062	\$68,412
36	66,290	\$68,890
37	66,490	\$69,150
38	67,053	\$69,703
39+	67,795	\$70,045

**Personnel with an earned doctorate will be paid an additional \$2,000.**  
**Teachers who have earned a career ladder level 2 will be paid an additional \$1500.**  
**Teachers who have earned a career ladder level 3 will be paid an additional \$3000.**  
**This schedule applies to the 2009-2010 school year only.**

# IRVING ISD SALARY NURSE SCHEDULE 2009-2010

YRS EXP	2009-2010 Bachelor Degree 187 Days	2009-2010 Masters Degree 187 Days
0	\$48,300	\$49,950
1	\$48,400	\$50,050
2	\$48,500	\$50,150
3	\$48,600	\$50,250
4	\$48,750	\$50,400
5	\$49,000	\$50,650
6	\$49,220	\$50,920
7	\$49,530	\$51,230
8	\$49,730	\$51,430
9	\$49,930	\$51,630
10	\$50,400	\$52,100
11	\$50,800	\$52,500
12	\$51,400	\$53,100
13	\$52,115	\$53,815
14	\$52,640	\$54,340
15	\$53,110	\$54,810
16	\$53,650	\$55,350
17	\$54,150	\$55,850
18	\$55,154	\$56,854
19	\$55,918	\$57,618
20	\$56,800	\$58,500
21	\$57,117	\$59,267
22	\$58,250	\$60,500
23	\$59,027	\$61,227
24	\$59,900	\$62,150
25	\$60,700	\$63,100
26	\$61,375	\$63,935
27	\$62,265	\$64,465
28	\$63,150	\$65,250
29	\$64,050	\$66,150
30	\$64,750	\$66,900
31	\$65,050	\$67,050
32	\$65,300	\$67,900
33	\$65,500	\$67,950
34	\$65,750	\$68,100
35	\$66,062	\$68,412
36	\$66,290	\$68,890
37	\$66,490	\$69,150
38	\$67,053	\$69,703
39+	\$67,795	\$70,045

**Personnel with an earned doctorate will be paid an additional \$2,000.**  
**Nurses who have earned a career ladder level 2 will be paid an additional \$1500.**  
**Nurses who have earned a career ladder level 3 will be paid an additional \$3000.**  
**Nursing experience must be in a related field if greater than 5 years.**  
**This schedule applies to the 2009-2010 school year only.**

# IRVING ISD INSTRUCTIONAL SPECIALIST SALARY SCHEDULE 2009-2010

YRS EXP	2009-2010 Bachelor Degree 189 Days	2009-2010 Masters Degree 189 Days
0	\$48,817	\$50,484
1	\$48,918	\$50,585
2	\$49,019	\$50,686
3	\$49,120	\$50,787
4	\$49,271	\$50,939
5	\$49,524	\$51,192
6	\$49,746	\$51,465
7	\$50,060	\$51,778
8	\$50,262	\$51,980
9	\$50,464	\$52,182
10	\$50,939	\$52,657
11	\$51,343	\$53,061
12	\$51,950	\$53,668
13	\$52,672	\$54,391
14	\$53,203	\$54,921
15	\$53,678	\$55,396
16	\$54,224	\$55,942
17	\$54,729	\$56,447
18	\$55,744	\$57,462
19	\$56,516	\$58,234
20	\$57,407	\$59,126
21	\$57,728	\$59,901
22	\$58,873	\$61,147
23	\$59,658	\$61,882
24	\$60,541	\$62,815
25	\$61,349	\$63,775
26	\$62,031	\$64,619
27	\$62,931	\$65,154
28	\$63,825	\$65,948
29	\$64,735	\$66,857
30	\$65,443	\$67,616
31	\$65,746	\$67,767
32	\$65,998	\$68,626
33	\$66,201	\$68,677
34	\$66,453	\$68,828
35	\$66,769	\$69,144
36	\$66,999	\$69,627
37	\$67,201	\$69,890
38	\$67,770	\$70,448
39+	\$68,520	\$70,794

**Schedule Indexed off Teacher Daily Rate.**

**Personnel with an earned doctorate will be paid an additional \$2,000.**

**Teachers who have earned a career ladder level 2 will be paid an additional \$1500.**

**Teachers who have earned a career ladder level 3 will be paid an additional \$3000.**

**This schedule applies to the 2009-2010 school year only.**

**IRVING ISD INSTRUCTIONAL TECHNOLOGY SPECIALIST SALARY SCHEDULE  
2009-2010**

<b>YRS EXP</b>	<b>2009-2010 Bachelor Degree 197 Days</b>	<b>2009-2010 Masters Degree 197 Days</b>
0	\$50,883	\$52,621
1	\$50,988	\$52,726
2	\$51,094	\$52,832
3	\$51,199	\$52,937
4	\$51,357	\$53,095
5	\$51,620	\$53,359
6	\$51,852	\$53,643
7	\$52,179	\$53,970
8	\$52,389	\$54,180
9	\$52,600	\$54,391
10	\$53,095	\$54,886
11	\$53,517	\$55,307
12	\$54,149	\$55,940
13	\$54,902	\$56,693
14	\$55,455	\$57,246
15	\$55,950	\$57,741
16	\$56,519	\$58,310
17	\$57,046	\$58,837
18	\$58,103	\$59,894
19	\$58,908	\$60,699
20	\$59,837	\$61,628
21	\$60,171	\$62,436
22	\$61,365	\$63,735
23	\$62,184	\$64,501
24	\$63,103	\$65,474
25	\$63,946	\$66,474
26	\$64,657	\$67,354
27	\$65,595	\$67,912
28	\$66,527	\$68,739
29	\$67,475	\$69,687
30	\$68,213	\$70,478
31	\$68,529	\$70,636
32	\$68,792	\$71,531
33	\$69,003	\$71,584
34	\$69,266	\$71,742
35	\$69,595	\$72,070
36	\$69,835	\$72,574
37	\$70,046	\$72,848
38	\$70,639	\$73,430
39+	\$71,420	\$73,791

**Schedule Indexed off Teacher Daily Rate.**

**Personnel with an earned doctorate will be paid an additional \$2,000.**

**Teachers who have earned a career ladder level 2 will be paid an additional \$1500.**

**Teachers who have earned a career ladder level 3 will be paid an additional \$3000.**

**This schedule applies to the 2009-2010 school year only.**

# IRVING ISD LIBRARIAN SALARY SCHEDULE 2009-2010

YRS EXP	2009-2010 Masters Degree 195 Days
0	\$52,087
1	\$52,191
2	\$52,295
3	\$52,400
4	\$52,556
5	\$52,817
6	\$53,098
7	\$53,422
8	\$53,630
9	\$53,839
10	\$54,329
11	\$54,746
12	\$55,372
13	\$56,117
14	\$56,665
15	\$57,155
16	\$57,718
17	\$58,239
18	\$59,286
19	\$60,083
20	\$61,003
21	\$61,802
22	\$63,088
23	\$63,846
24	\$64,809
25	\$65,799
26	\$66,670
27	\$67,223
28	\$68,041
29	\$68,980
30	\$69,762
31	\$69,918
32	\$70,805
33	\$70,857
34	\$71,013
35	\$71,339
36	\$71,837
37	\$72,339
38	\$72,776
39+	\$73,462

**Schedule Indexed off Teacher Daily Rate.**

**Personnel with an earned doctorate will be paid an additional \$2,000.**

**Personnel with only Bachelors receive \$1500 less than MS Librarian**

**This schedule applies to the 2009-2010 school year only.**

# IRVING ISD COUNSELOR SALARY SCHEDULE 2009-2010

YRS EXP	<i>EC/Elem</i>	<i>Middle School</i>	<i>High School</i>	<i>High School</i>
	2009-2010 Masters Degree 195 Days	2009-2010 Masters Degree 200 Days	2009-2010 Masters Degree 205 Days	2009-2010 Masters Degree 220 Days
0	\$54,037	\$55,422	\$56,808	\$60,965
1	\$54,141	\$55,529	\$56,918	\$61,082
2	\$54,245	\$55,636	\$57,027	\$61,200
3	\$54,350	\$55,743	\$57,137	\$61,318
4	\$54,506	\$55,904	\$57,301	\$61,494
5	\$54,767	\$56,171	\$57,575	\$61,788
6	\$55,048	\$56,460	\$57,871	\$62,106
7	\$55,372	\$56,791	\$58,211	\$62,471
8	\$55,580	\$57,005	\$58,430	\$62,706
9	\$55,984	\$57,419	\$58,855	\$63,101
10	\$56,474	\$57,922	\$59,370	\$63,714
11	\$57,220	\$58,688	\$60,156	\$64,556
12	\$58,086	\$59,576	\$61,065	\$65,533
13	\$58,738	\$60,244	\$61,750	\$66,268
14	\$59,386	\$60,908	\$62,431	\$66,999
15	\$60,037	\$61,576	\$63,116	\$67,734
16	\$60,688	\$62,244	\$63,800	\$68,469
17	\$61,336	\$62,909	\$64,482	\$69,200
18	\$61,988	\$63,577	\$65,166	\$69,935
19	\$62,639	\$64,245	\$65,851	\$70,669
20	\$63,538	\$65,167	\$66,796	\$71,684
21	\$64,337	\$65,987	\$67,637	\$72,586
22	\$65,623	\$67,306	\$68,989	\$74,036
23	\$66,381	\$68,083	\$69,786	\$74,892
24	\$67,344	\$69,071	\$70,797	\$75,978
25	\$68,334	\$70,087	\$71,839	\$77,095
26	\$69,205	\$70,980	\$72,754	\$78,078
27	\$69,758	\$71,547	\$73,335	\$78,701
28	\$70,576	\$72,386	\$74,196	\$79,625
29	\$71,515	\$73,349	\$75,182	\$80,684
30	\$72,297	\$74,151	\$76,005	\$81,566
31	\$72,453	\$74,311	\$76,169	\$81,742
32	\$73,340	\$75,220	\$77,101	\$82,742
33	\$73,392	\$75,274	\$77,156	\$82,801
34	\$73,549	\$75,435	\$77,321	\$82,978
35	\$74,741	\$76,657	\$78,573	\$84,323
36	\$76,362	\$78,320	\$80,278	\$86,152
37	\$77,497	\$79,484	\$81,471	\$87,432
38	\$78,633	\$80,650	\$82,666	\$88,715
39+	\$79,714	\$81,758	\$83,802	\$89,934

Personnel with an earned doctorate will be paid an additional \$2,000.  
 Personnel with only Bachelors receive \$1500 less than MS Counselor  
 This schedule applies to the 2009-2010 school year only.

**IRVING ISD SPECIAL EDUCATION SUPPORT STAFF SALARY SCHEDULE  
2009-2010**

<b>OT</b> 2009-2010 Masters Degree 187 Days	<b>SLP ASST.</b> 2009 - 2010 Bachelors Degree 187 Days	<b>SLP</b> 2009-2010 Masters Degree 192 Days	<b>DIAGNOSTICIAN</b> 2009-2010 Masters Degree 198 Days	<b>LSSP</b> 2009-2010 Masters Degree 198 Days
\$48,267	\$48,489	\$51,286	\$55,066	\$55,066
\$48,367	\$48,589	\$51,388	\$55,172	\$55,172
\$48,467	\$48,689	\$51,491	\$55,278	\$55,278
\$48,567	\$48,789	\$51,594	\$55,384	\$55,384
\$48,717	\$48,939	\$51,748	\$55,543	\$55,543
\$48,967	\$49,189	\$52,004	\$55,807	\$55,807
\$49,237	\$49,459	\$52,281	\$56,093	\$56,093
\$49,547	\$49,769	\$52,600	\$56,422	\$56,422
\$49,747	\$49,969	\$52,805	\$56,633	\$56,633
\$49,947	\$50,169	\$53,010	\$56,845	\$56,845
\$50,417	\$50,639	\$53,493	\$57,343	\$57,343
\$50,817	\$51,039	\$53,904	\$57,766	\$57,766
\$51,417	\$51,639	\$54,520	\$58,402	\$58,402
\$52,132	\$52,354	\$55,254	\$59,159	\$59,159
\$52,657	\$52,879	\$55,793	\$59,714	\$59,714
\$53,127	\$53,350	\$56,276	\$60,212	\$60,212
\$53,667	\$53,889	\$56,830	\$60,784	\$60,784
\$54,167	\$54,389	\$57,343	\$61,313	\$61,313
\$55,171	\$55,393	\$58,374	\$62,376	\$62,376
\$55,935	\$56,157	\$59,159	\$63,185	\$63,185
\$56,817	\$57,039	\$60,064	\$64,119	\$64,119
\$57,584	\$57,806	\$60,852	\$64,931	\$64,931
\$58,817	\$59,039	\$62,118	\$66,237	\$66,237
\$59,544	\$59,766	\$62,864	\$67,007	\$67,007
\$60,467	\$60,689	\$63,812	\$67,984	\$67,984
\$61,417	\$61,639	\$64,787	\$68,990	\$68,990
\$62,252	\$62,474	\$65,644	\$69,874	\$69,874
\$62,782	\$63,004	\$66,189	\$70,435	\$70,435
\$63,567	\$63,789	\$66,995	\$71,266	\$71,266
\$64,467	\$64,689	\$67,919	\$72,219	\$72,219
\$65,217	\$65,439	\$68,689	\$73,013	\$73,013
\$65,367	\$65,589	\$68,843	\$73,172	\$73,172
\$66,217	\$66,440	\$69,716	\$74,072	\$74,072
\$66,267	\$66,489	\$69,767	\$74,125	\$74,125
\$66,604	\$66,639	\$69,921	\$74,284	\$74,284
\$68,038	\$66,951	\$70,241	\$74,614	\$74,614
\$68,890	\$67,429	\$70,732	\$75,604	\$75,514
\$69,150	\$67,689	\$70,999	\$77,334	\$77,000
\$69,703	\$68,242	\$71,567	\$78,037	\$78,170
\$70,045	\$68,584	\$71,918	\$78,632	\$78,816

**Certified Occupational Therapist Asst. & Physical Therapist Asst follow the OT schedule less:**

**\$ 2500 for personnel with an Associates Degree**

**\$ 1500 for personnel with a Bachelors Degree**

**Personnel with earned doctorate degrees receive an additional \$ 2,000**

**This schedule applies to the 2009 -2010 school year only.**

**IRVING ISD INSTRUCTIONAL/SPECIAL ED COORDINATOR SALARY SCHEDULE  
2009-2010**

<b>YRS EXP</b>	<b>2009-2010 Masters Degree 215 Days</b>	<b>2009-2010 Masters Degree 220 Days</b>	<b>2009-2010 Masters Degree 230 Days</b>
0	\$64,000	\$65,488	\$68,465
1	\$64,500	\$66,000	\$69,000
2	\$64,920	\$66,430	\$69,449
3	\$65,570	\$67,095	\$70,145
4	\$66,120	\$67,658	\$70,733
5	\$66,953	\$68,510	\$71,624
6	\$68,075	\$69,658	\$72,824
7	\$68,330	\$69,919	\$73,097
8	\$68,740	\$70,339	\$73,536
9	\$68,890	\$70,492	\$73,696
10	\$69,040	\$70,646	\$73,857
11	\$69,180	\$70,789	\$74,007
12	\$69,330	\$70,942	\$74,167
13	\$69,480	\$71,096	\$74,327
14	\$69,630	\$71,249	\$74,488
15	\$69,820	\$71,444	\$74,691
16	\$69,960	\$71,587	\$74,841
17	\$70,120	\$71,751	\$75,012
18	\$70,560	\$72,201	\$75,483
19	\$70,710	\$72,354	\$75,643
20	\$71,110	\$72,764	\$76,071
21	\$71,760	\$73,429	\$76,767
22	\$72,790	\$74,483	\$77,868
23	\$73,330	\$75,035	\$78,446
24	\$74,560	\$76,294	\$79,762
25	\$75,290	\$77,041	\$80,543
26	\$75,820	\$77,583	\$81,110
27	\$76,360	\$78,136	\$81,687
28	\$76,890	\$78,678	\$82,254
29	\$77,720	\$79,527	\$83,142
30	\$78,630	\$80,459	\$84,116
31	\$79,030	\$80,868	\$84,544
32	\$79,710	\$81,564	\$85,271
33	\$80,340	\$82,208	\$85,945
34	\$80,580	\$82,454	\$86,202
35	\$81,167	\$83,055	\$86,830
36	\$81,568	\$83,465	\$87,259
37	\$82,275	\$84,188	\$88,015
38	\$83,703	\$85,650	\$89,543
39+	\$85,233	\$87,215	\$91,179

**Schedules shown are for Personnel with Masters Degrees.  
Personnel with only Bachelors receive \$1,500 less than schedule shown.  
Personnel with earned doctorate degrees receive an additional \$2,000.  
This schedule applies to the 2009-2010 school year only.**

# IRVING ISD VICE/ASSISTANT PRINCIPAL SALARY SCHEDULE 2009-2010

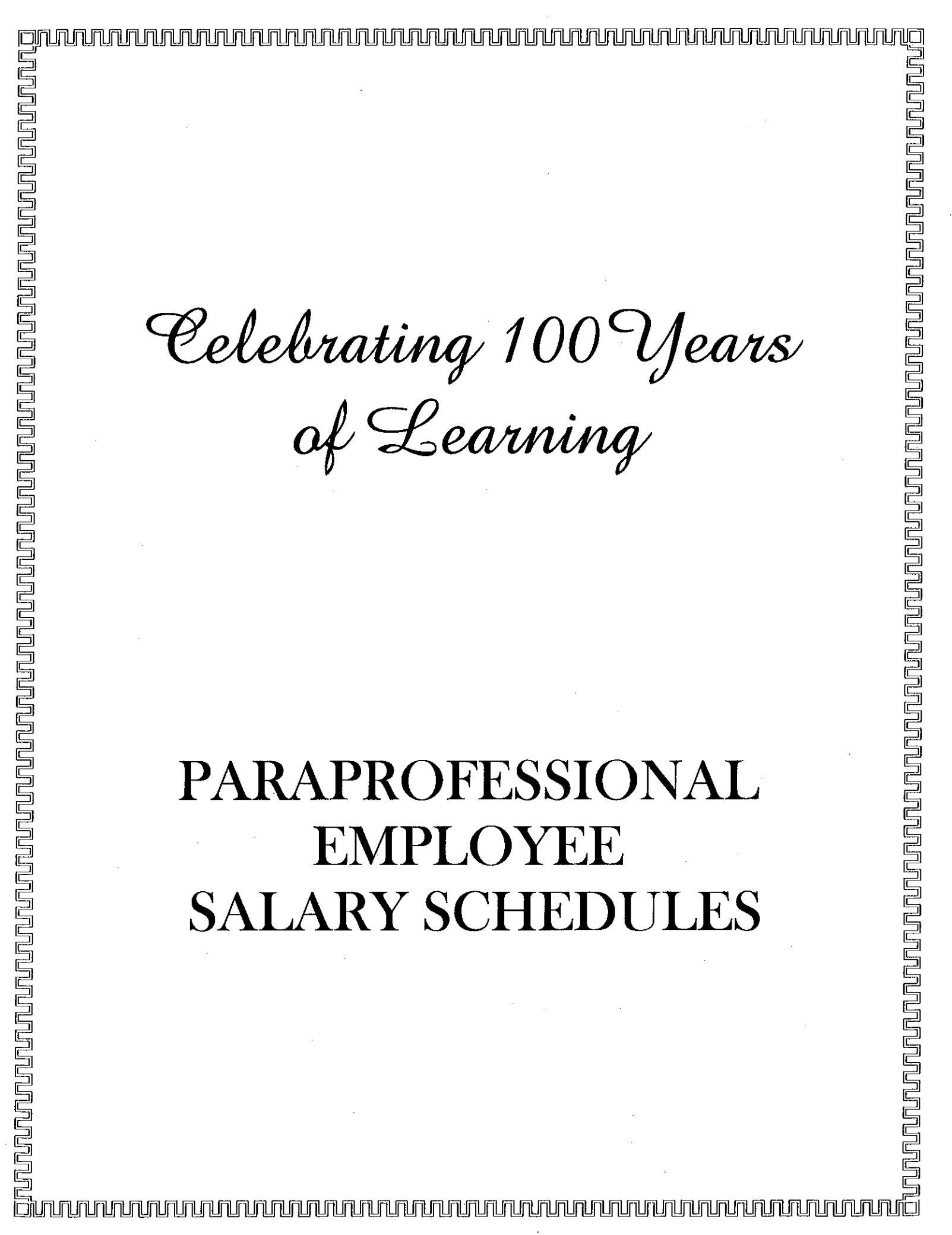
YRS EXP	EC IS/AP Masters Degree 200 Days	ELEM AP Masters Degree 210 Days	MSVP Masters Degree 220 Days	ACA VP Masters Degree 220 Days	HS VP Masters Degree 220 Days	HS AP Masters Degree 225 Days
0	\$53,422	\$63,960	\$66,560	\$70,720	\$73,840	\$74,880
1	\$53,529	\$64,000	\$66,600	\$70,750	\$74,000	\$75,000
2	\$53,636	\$64,400	\$67,500	\$71,350	\$74,700	\$76,600
3	\$53,743	\$64,670	\$67,790	\$71,598	\$75,000	\$77,185
4	\$53,904	\$64,870	\$68,010	\$71,758	\$75,100	\$77,573
5	\$54,171	\$65,402	\$68,310	\$72,333	\$76,000	\$78,562
6	\$54,460	\$65,667	\$69,160	\$72,933	\$76,500	\$79,105
7	\$54,791	\$65,961	\$69,360	\$73,183	\$76,800	\$79,363
8	\$55,005	\$65,986	\$69,540	\$73,423	\$77,100	\$79,445
9	\$55,219	\$66,091	\$69,720	\$73,613	\$77,300	\$79,527
10	\$55,722	\$66,196	\$69,900	\$73,758	\$77,410	\$79,609
11	\$56,150	\$66,301	\$70,090	\$74,133	\$77,670	\$79,691
12	\$56,791	\$66,406	\$70,250	\$74,743	\$77,930	\$80,073
13	\$57,556	\$66,511	\$70,390	\$74,938	\$79,180	\$80,755
14	\$58,118	\$66,616	\$70,540	\$75,143	\$79,940	\$81,190
15	\$58,620	\$66,721	\$70,720	\$75,363	\$80,200	\$81,425
16	\$59,198	\$67,001	\$70,930	\$75,598	\$80,460	\$81,660
17	\$59,733	\$67,210	\$70,980	\$75,753	\$80,720	\$81,895
18	\$60,806	\$67,520	\$71,180	\$75,983	\$80,980	\$82,730
19	\$61,624	\$67,830	\$71,270	\$76,238	\$81,400	\$83,165
20	\$62,567	\$68,510	\$71,630	\$76,518	\$81,600	\$83,400
21	\$63,400	\$69,790	\$72,460	\$76,658	\$81,800	\$84,013
22	\$64,706	\$70,370	\$73,190	\$77,423	\$82,100	\$84,631
23	\$65,483	\$71,250	\$74,512	\$77,939	\$82,560	\$85,249
24	\$66,471	\$72,191	\$75,760	\$78,533	\$83,700	\$86,117
25	\$67,487	\$73,171	\$76,633	\$79,634	\$84,830	\$87,235
26	\$68,400	\$74,201	\$77,605	\$81,230	\$85,950	\$88,154
27	\$69,000	\$74,760	\$78,266	\$82,328	\$86,585	\$88,824
28	\$69,786	\$75,430	\$78,927	\$82,934	\$87,235	\$89,493
29	\$70,749	\$76,000	\$79,638	\$83,636	\$88,279	\$90,163
30	\$71,551	\$77,275	\$80,909	\$84,537	\$89,160	\$90,982
31	\$71,800	\$77,491	\$81,120	\$85,030	\$89,635	\$91,553
32	\$72,620	\$78,237	\$81,801	\$85,143	\$89,780	\$92,265
33	\$72,674	\$78,474	\$81,962	\$85,279	\$89,990	\$92,740
34	\$72,834	\$78,572	\$82,023	\$85,474	\$90,120	\$94,100
35	\$73,200	\$78,720	\$82,264	\$86,245	\$91,220	\$95,430
36	\$73,679	\$79,126	\$82,491	\$87,578	\$92,580	\$96,755
37	\$74,000	\$80,544	\$84,092	\$89,069	\$93,960	\$96,849
38	\$74,549	\$81,876	\$85,733	\$90,524	\$95,330	\$98,036
39+	\$74,914	\$83,169	\$87,373	\$92,089	\$96,920	\$99,679

Schedules shown are for Personnel with Masters Degrees.  
 Personnel with only Bachelors receive \$1,500 less than schedule shown.  
 Personnel with earned doctorate degrees receive an additional \$2,000.  
 This schedule applies to the 2009-2010 school year only.

# IRVING ISD PRINCIPAL SALARY SCHEDULE 2009-2010

YRS EXP	Early Childhood Masters Degree 220 Days	Elementary Masters Degree 220 Days	Middle School Masters Degree 225 Days	High School Masters Degree 225 Days
0	\$85,280	\$91,520	\$95,680	\$121,628
1	\$85,400	\$91,600	\$95,800	\$121,650
2	\$86,200	\$92,950	\$97,300	\$121,650
3	\$86,410	\$93,160	\$97,735	\$121,650
4	\$86,685	\$93,360	\$98,055	\$121,650
5	\$87,840	\$93,870	\$98,305	\$121,650
6	\$87,840	\$93,870	\$98,635	\$121,650
7	\$87,840	\$93,870	\$98,935	\$121,650
8	\$87,840	\$93,870	\$98,985	\$121,650
9	\$87,840	\$94,420	\$99,035	\$121,650
10	\$87,840	\$94,460	\$99,085	\$121,650
11	\$87,840	\$94,470	\$99,415	\$121,650
12	\$87,840	\$94,480	\$100,135	\$121,650
13	\$87,840	\$94,490	\$100,155	\$121,650
14	\$87,840	\$94,510	\$100,165	\$121,700
15	\$87,840	\$94,560	\$100,175	\$121,950
16	\$87,940	\$94,620	\$100,185	\$122,200
17	\$88,190	\$94,670	\$100,695	\$122,460
18	\$88,190	\$94,970	\$101,085	\$122,980
19	\$88,190	\$95,050	\$101,585	\$123,280
20	\$88,190	\$95,570	\$101,685	\$123,690
21	\$88,650	\$96,320	\$101,895	\$124,090
22	\$89,310	\$96,420	\$102,115	\$125,250
23	\$89,650	\$96,650	\$102,625	\$125,400
24	\$90,100	\$97,480	\$102,925	\$125,560
25	\$90,360	\$98,020	\$103,235	\$125,710
26	\$90,460	\$98,260	\$103,535	\$125,870
27	\$90,610	\$98,600	\$104,855	\$126,020
28	\$91,490	\$98,910	\$105,785	\$126,170
29	\$92,310	\$99,690	\$106,715	\$126,330
30	\$93,489	\$100,260	\$108,145	\$126,540
31	\$93,908	\$100,980	\$108,695	\$126,740
32	\$94,776	\$101,530	\$108,835	\$126,950
33	\$94,833	\$101,910	\$108,935	\$128,150
34	\$95,001	\$102,530	\$109,035	\$128,360
35	\$95,270	\$103,360	\$109,385	\$129,070
36	\$95,950	\$103,890	\$110,135	\$129,770
37	\$96,645	\$104,710	\$110,885	\$129,980
38	\$97,340	\$105,240	\$111,635	\$130,180
39+	\$97,340	\$106,180	\$112,385	\$130,390

Schedules shown are for Personnel with Masters Degrees.  
 Personnel with earned doctorate degrees receive an additional \$2,000.  
 This schedule applies to the 2009-2010 school year only.

A decorative border with a repeating geometric pattern of interlocking squares and lines, framing the entire page.

*Celebrating 100 Years  
of Learning*

**PARAPROFESSIONAL  
EMPLOYEE  
SALARY SCHEDULES**



**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - 030 2009-2010**

187 Days: Instructional Aide, General/Clerk Aide, ISS Aide, Library Clerks, High School Receptionist

230 Days: Media Clerk I

<b>YRS EXP</b>	<b>187 Days</b>	<b>230 Days</b>
0	\$16,850	\$20,725
1	\$17,277	\$21,249
2	\$17,473	\$21,490
3	\$17,669	\$21,731
4	\$17,865	\$21,972
5	\$18,061	\$22,213
6	\$18,256	\$22,455
7	\$18,452	\$22,696
8	\$18,648	\$22,937
9	\$18,844	\$23,178
10	\$19,040	\$23,419
11	\$19,236	\$23,660
12	\$19,432	\$23,901
13	\$19,628	\$24,142
14	\$19,824	\$24,383
15	\$20,020	\$24,624
16	\$20,216	\$24,865
17	\$20,412	\$25,106
18	\$20,608	\$25,347
19	\$20,804	\$25,588
20	\$21,000	\$25,829
21	\$21,196	\$26,070
22	\$21,392	\$26,311
23	\$21,588	\$26,552
24	\$21,784	\$26,793
25	\$21,980	\$27,034
26	\$22,176	\$27,275
27	\$22,372	\$27,516
28	\$22,618	\$27,819
29	\$22,814	\$28,060
30	\$23,010	\$28,301
31	\$23,206	\$28,542
32	\$23,402	\$28,783
33	\$23,598	\$29,024
34	\$23,794	\$29,265
35	\$24,040	\$29,568
36	\$24,236	\$29,809
37	\$24,432	\$30,050
38	\$24,628	\$30,291
39	\$24,824	\$30,532
40	\$25,020	\$30,773

Paras not on the Salary Schedule ("*Grandfathered*") will receive a 4.0 % Salary Increase  
 This schedule applies to the 2009-2010 school year only.

**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - 035**

**2009-2010**

187 Days: Clinic Aide, Clerical/Parent Liaison, Deaf Ed Clerk, Special Ed Clerk, Food Service Clerk

193 Days: Parent Liaison Clerk

198 Days: Bilingual Tester, Bilingual/ESL PEIMS Compliance Clerk,

200 Days: Migrant Program Recruiter, Homeless Intake Clerk

213 Days: Requisition Clerk, Medicaid Reimbursement Clerk

230 Days: Administration Receptionist, Graphics Clerk, Mail Clerk, Media Center II,

<b>YRS EXP</b>	<b>187 Days</b>	<b>193 Days</b>	<b>198 Days</b>	<b>200 Days</b>	<b>203 Days</b>	<b>213 Days</b>	<b>230 Days</b>
0	\$18,289	\$18,875	\$19,364	\$19,560	\$19,853	\$20,831	\$22,494
1	\$18,435	\$19,026	\$19,519	\$19,717	\$20,012	\$20,998	\$22,674
2	\$18,706	\$19,306	\$19,806	\$20,006	\$20,307	\$21,307	\$23,007
3	\$18,724	\$19,325	\$19,825	\$20,026	\$20,326	\$21,327	\$23,030
4	\$19,130	\$19,744	\$20,255	\$20,460	\$20,767	\$21,790	\$23,529
5	\$19,343	\$19,964	\$20,481	\$20,688	\$20,998	\$22,032	\$23,791
6	\$19,555	\$20,182	\$20,705	\$20,914	\$21,228	\$22,274	\$24,052
7	\$19,768	\$20,402	\$20,931	\$21,142	\$21,459	\$22,516	\$24,314
8	\$19,980	\$20,621	\$21,155	\$21,369	\$21,690	\$22,758	\$24,574
9	\$20,193	\$20,841	\$21,381	\$21,597	\$21,921	\$23,001	\$24,836
10	\$20,405	\$21,060	\$21,605	\$21,824	\$22,151	\$23,242	\$25,097
11	\$20,617	\$21,279	\$21,830	\$22,050	\$22,381	\$23,484	\$25,358
12	\$20,830	\$21,498	\$22,055	\$22,278	\$22,612	\$23,726	\$25,620
13	\$21,042	\$21,717	\$22,280	\$22,505	\$22,842	\$23,968	\$25,881
14	\$21,255	\$21,937	\$22,505	\$22,733	\$23,074	\$24,210	\$26,143
15	\$21,467	\$22,156	\$22,730	\$22,959	\$23,304	\$24,452	\$26,403
16	\$21,680	\$22,376	\$22,955	\$23,187	\$23,535	\$24,694	\$26,665
17	\$21,892	\$22,594	\$23,180	\$23,414	\$23,765	\$24,936	\$26,926
18	\$22,105	\$22,814	\$23,405	\$23,642	\$23,996	\$25,178	\$27,188
19	\$22,317	\$23,033	\$23,630	\$23,868	\$24,226	\$25,420	\$27,449
20	\$22,529	\$23,252	\$23,854	\$24,095	\$24,457	\$25,661	\$27,709
21	\$22,742	\$23,472	\$24,080	\$24,323	\$24,688	\$25,904	\$27,971
22	\$22,954	\$23,690	\$24,304	\$24,550	\$24,918	\$26,145	\$28,232
23	\$23,167	\$23,910	\$24,530	\$24,778	\$25,149	\$26,388	\$28,494
24	\$23,379	\$24,129	\$24,754	\$25,004	\$25,379	\$26,630	\$28,755
25	\$23,592	\$24,349	\$24,980	\$25,232	\$25,611	\$26,872	\$29,017
26	\$23,898	\$24,664	\$25,303	\$25,559	\$25,942	\$27,220	\$29,393
27	\$24,110	\$24,883	\$25,528	\$25,786	\$26,172	\$27,462	\$29,653
28	\$24,323	\$25,103	\$25,753	\$26,013	\$26,404	\$27,704	\$29,915
29	\$24,535	\$25,322	\$25,978	\$26,240	\$26,634	\$27,946	\$30,176
30	\$24,748	\$25,542	\$26,203	\$26,468	\$26,865	\$28,188	\$30,438
31	\$24,960	\$25,760	\$26,428	\$26,695	\$27,095	\$28,430	\$30,699
32	\$25,173	\$25,980	\$26,653	\$26,922	\$27,326	\$28,672	\$30,961
33	\$25,385	\$26,199	\$26,878	\$27,149	\$27,556	\$28,914	\$31,222
34	\$25,597	\$26,418	\$27,102	\$27,376	\$27,787	\$29,155	\$31,482
35	\$25,810	\$26,638	\$27,328	\$27,604	\$28,018	\$29,398	\$31,744
36	\$26,022	\$26,856	\$27,552	\$27,830	\$28,248	\$29,639	\$32,005
37	\$26,281	\$27,124	\$27,827	\$28,108	\$28,530	\$29,935	\$32,325
38	\$26,493	\$27,343	\$28,052	\$28,335	\$28,760	\$30,177	\$32,585
39	\$26,706	\$27,563	\$28,277	\$28,563	\$28,991	\$30,419	\$32,847
40	\$26,918	\$27,782	\$28,502	\$28,790	\$29,221	\$30,661	\$33,108

Paras not on the Salary Schedule ("*Grandfathered*") will received a 4.0% Salary Increase  
 This schedule applies to the 2009-2010 school year only.

**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - 040**

**2009-2010**

185 Days: Food Service Application Processing Clerk

187 Days: Deaf Ed Interpreter (Level 0)

188 Days: HS Attendance Clerk

193 Days: HS Counselor Clerk, UBCL Attendance Clerk

195 Days: EC/EL/MS/HS Attendance Clerk,

200 Days: Academy Division Secretary, Attendance Facilitator, HS VP Secretary, Wheeler Attendance Clerk

210 Days: Bilingual/ESL Testing Facilitator

213 Days: MS Counselor/DP Clerk,

230 Days: SEMS/PEIMS Clerk

<b>YRS EXP</b>	<b>185 Days</b>	<b>187 Days</b>	<b>188 Days</b>	<b>193 Days</b>	<b>195 Days</b>	<b>200 Days</b>	<b>210 Days</b>	<b>213 Days</b>	<b>230 Days</b>
0	\$18,815	\$19,018	\$19,120	\$19,628	\$19,832	\$20,340	\$21,357	\$21,662	\$23,391
1	\$19,018	\$19,224	\$19,326	\$19,840	\$20,046	\$20,560	\$21,588	\$21,896	\$23,644
2	\$19,411	\$19,621	\$19,725	\$20,250	\$20,460	\$20,984	\$22,034	\$22,348	\$24,132
3	\$19,469	\$19,680	\$19,785	\$20,311	\$20,521	\$21,048	\$22,100	\$22,416	\$24,205
4	\$19,913	\$20,129	\$20,236	\$20,774	\$20,990	\$21,528	\$22,604	\$22,927	\$24,757
5	\$20,165	\$20,384	\$20,493	\$21,038	\$21,256	\$21,801	\$22,891	\$23,218	\$25,071
6	\$20,417	\$20,638	\$20,748	\$21,300	\$21,520	\$22,072	\$23,176	\$23,507	\$25,383
7	\$20,668	\$20,892	\$21,003	\$21,562	\$21,785	\$22,344	\$23,461	\$23,796	\$25,695
8	\$20,919	\$21,146	\$21,259	\$21,824	\$22,050	\$22,616	\$23,746	\$24,086	\$26,008
9	\$21,172	\$21,401	\$21,515	\$22,087	\$22,316	\$22,888	\$24,033	\$24,376	\$26,321
10	\$21,423	\$21,655	\$21,770	\$22,349	\$22,581	\$23,160	\$24,318	\$24,665	\$26,634
11	\$21,674	\$21,909	\$22,026	\$22,611	\$22,846	\$23,432	\$24,603	\$24,955	\$26,946
12	\$21,926	\$22,164	\$22,282	\$22,875	\$23,112	\$23,704	\$24,889	\$25,245	\$27,260
13	\$22,178	\$22,418	\$22,537	\$23,137	\$23,377	\$23,976	\$25,175	\$25,534	\$27,572
14	\$22,429	\$22,672	\$22,793	\$23,399	\$23,641	\$24,248	\$25,460	\$25,824	\$27,885
15	\$22,681	\$22,927	\$23,049	\$23,662	\$23,907	\$24,520	\$25,746	\$26,114	\$28,198
16	\$22,933	\$23,181	\$23,304	\$23,924	\$24,172	\$24,792	\$26,032	\$26,403	\$28,511
17	\$23,184	\$23,435	\$23,560	\$24,186	\$24,437	\$25,064	\$26,317	\$26,693	\$28,823
18	\$23,436	\$23,690	\$23,816	\$24,450	\$24,703	\$25,336	\$26,603	\$26,983	\$29,137
19	\$23,687	\$23,944	\$24,072	\$24,712	\$24,968	\$25,608	\$26,888	\$27,273	\$29,449
20	\$23,939	\$24,198	\$24,327	\$24,974	\$25,233	\$25,880	\$27,174	\$27,562	\$29,762
21	\$24,191	\$24,453	\$24,583	\$25,237	\$25,499	\$26,152	\$27,460	\$27,852	\$30,075
22	\$24,442	\$24,707	\$24,839	\$25,499	\$25,763	\$26,424	\$27,745	\$28,142	\$30,388
23	\$24,694	\$24,961	\$25,094	\$25,761	\$26,028	\$26,696	\$28,031	\$28,431	\$30,700
24	\$24,946	\$25,216	\$25,350	\$26,025	\$26,294	\$26,968	\$28,317	\$28,721	\$31,014
25	\$25,243	\$25,516	\$25,653	\$26,335	\$26,608	\$27,290	\$28,655	\$29,064	\$31,384
26	\$25,495	\$25,770	\$25,908	\$26,597	\$26,873	\$27,562	\$28,940	\$29,353	\$31,696
27	\$25,747	\$26,025	\$26,164	\$26,860	\$27,139	\$27,834	\$29,226	\$29,644	\$32,010
28	\$25,998	\$26,279	\$26,420	\$27,122	\$27,403	\$28,106	\$29,511	\$29,933	\$32,322
29	\$26,249	\$26,533	\$26,675	\$27,385	\$27,668	\$28,378	\$29,797	\$30,222	\$32,634
30	\$26,502	\$26,788	\$26,932	\$27,648	\$27,934	\$28,651	\$30,083	\$30,513	\$32,948
31	\$26,753	\$27,042	\$27,187	\$27,910	\$28,199	\$28,922	\$30,368	\$30,802	\$33,261
32	\$27,051	\$27,343	\$27,489	\$28,220	\$28,513	\$29,244	\$30,706	\$31,145	\$33,630
33	\$27,302	\$27,597	\$27,745	\$28,482	\$28,778	\$29,516	\$30,991	\$31,434	\$33,943
34	\$27,554	\$27,852	\$28,001	\$28,746	\$29,044	\$29,788	\$31,278	\$31,724	\$34,256
35	\$27,805	\$28,106	\$28,256	\$29,008	\$29,308	\$30,060	\$31,563	\$32,014	\$34,569
36	\$28,057	\$28,360	\$28,512	\$29,270	\$29,573	\$30,332	\$31,848	\$32,303	\$34,881
37	\$28,355	\$28,662	\$28,815	\$29,581	\$29,888	\$30,654	\$32,187	\$32,647	\$35,252
38	\$28,606	\$28,916	\$29,070	\$29,844	\$30,153	\$30,926	\$32,472	\$32,936	\$35,565
39	\$28,858	\$29,170	\$29,326	\$30,106	\$30,418	\$31,198	\$32,757	\$33,225	\$35,877
40	\$29,110	\$29,425	\$29,582	\$30,369	\$30,684	\$31,470	\$33,044	\$33,516	\$36,191

Paras not on the Salary Schedule ("Grandfathered") will receive a 4% Salary Increase.

This schedule applies to the 2009-2010 school year only.

# IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - 050

2009-2010

187 Days: Accompanist

193 Days: HS Cashier, HS Head Attendance Clerk

197 Days: Food Service Accts Payable Clerk

203 Days: Athletic Office Clerk

200 Days: Migrant Ed Program Facilitator

210 Days: Early Childhood Secretary

220 Days: Compulsory Attendance Office, Compulsory Attendance Secretary

213 Days: Special Ed Records Clerk

225 Days: HS Data Processing Clerk, HS Registrar, Service Desk Advisor

230 Days: Accounts Payable, Benefits Clerk, Reconciliation/Accounting Clerk, Cashier/Accounting Clerk

Department Secretary, Fine Arts, Compulsory Attendance, Health Services, Grants/GT

YRS EXP	187 Days	193 Days	197 Days	200 Days	203 Days	210 Days	213 Days	220 Days	225 Days	230 Days
0	\$20,607	\$21,269	\$21,709	\$22,040	\$22,371	\$23,142	\$23,473	\$24,244	\$24,795	\$25,346
1	\$20,833	\$21,501	\$21,947	\$22,281	\$22,615	\$23,395	\$23,729	\$24,509	\$25,066	\$25,623
2	\$21,177	\$21,857	\$22,310	\$22,650	\$22,989	\$23,782	\$24,122	\$24,915	\$25,481	\$26,047
3	\$21,257	\$21,939	\$22,394	\$22,735	\$23,076	\$23,872	\$24,213	\$25,009	\$25,577	\$26,145
4	\$21,725	\$22,422	\$22,887	\$23,236	\$23,584	\$24,397	\$24,746	\$25,559	\$26,140	\$26,721
5	\$21,999	\$22,705	\$23,176	\$23,529	\$23,882	\$24,705	\$25,058	\$25,882	\$26,470	\$27,058
6	\$22,273	\$22,988	\$23,464	\$23,822	\$24,179	\$25,013	\$25,370	\$26,204	\$26,799	\$27,395
7	\$22,546	\$23,270	\$23,752	\$24,114	\$24,475	\$25,319	\$25,681	\$26,525	\$27,128	\$27,731
8	\$22,820	\$23,552	\$24,040	\$24,406	\$24,773	\$25,627	\$25,993	\$26,847	\$27,457	\$28,067
9	\$23,094	\$23,835	\$24,329	\$24,699	\$25,070	\$25,934	\$26,305	\$27,169	\$27,787	\$28,404
10	\$23,368	\$24,118	\$24,618	\$24,992	\$25,367	\$26,242	\$26,617	\$27,492	\$28,116	\$28,741
11	\$23,642	\$24,400	\$24,906	\$25,285	\$25,665	\$26,550	\$26,929	\$27,814	\$28,446	\$29,078
12	\$23,916	\$24,683	\$25,195	\$25,578	\$25,962	\$26,857	\$27,241	\$28,136	\$28,776	\$29,415
13	\$24,189	\$24,965	\$25,482	\$25,870	\$26,258	\$27,164	\$27,552	\$28,457	\$29,104	\$29,751
14	\$24,463	\$25,248	\$25,771	\$26,163	\$26,556	\$27,471	\$27,864	\$28,780	\$29,434	\$30,088
15	\$24,737	\$25,530	\$26,059	\$26,456	\$26,853	\$27,779	\$28,176	\$29,102	\$29,763	\$30,425
16	\$25,010	\$25,813	\$26,348	\$26,749	\$27,150	\$28,087	\$28,488	\$29,424	\$30,093	\$30,762
17	\$25,284	\$26,096	\$26,637	\$27,042	\$27,448	\$28,394	\$28,800	\$29,746	\$30,422	\$31,098
18	\$25,558	\$26,378	\$26,925	\$27,335	\$27,745	\$28,702	\$29,112	\$30,069	\$30,752	\$31,435
19	\$25,832	\$26,661	\$27,214	\$27,628	\$28,043	\$29,010	\$29,424	\$30,391	\$31,082	\$31,772
20	\$26,105	\$26,943	\$27,501	\$27,920	\$28,339	\$29,316	\$29,735	\$30,712	\$31,410	\$32,108
21	\$26,379	\$27,226	\$27,790	\$28,213	\$28,636	\$29,624	\$30,047	\$31,034	\$31,740	\$32,445
22	\$26,653	\$27,508	\$28,078	\$28,506	\$28,934	\$29,931	\$30,359	\$31,357	\$32,069	\$32,782
23	\$26,927	\$27,791	\$28,367	\$28,799	\$29,231	\$30,239	\$30,671	\$31,679	\$32,399	\$33,119
24	\$27,201	\$28,074	\$28,656	\$29,092	\$29,528	\$30,546	\$30,983	\$32,001	\$32,728	\$33,456
25	\$27,475	\$28,356	\$28,944	\$29,385	\$29,826	\$30,854	\$31,295	\$32,323	\$33,058	\$33,793
26	\$27,748	\$28,638	\$29,232	\$29,677	\$30,122	\$31,161	\$31,606	\$32,644	\$33,386	\$34,128
27	\$28,022	\$28,921	\$29,520	\$29,970	\$30,419	\$31,468	\$31,918	\$32,967	\$33,716	\$34,465
28	\$28,296	\$29,204	\$29,809	\$30,263	\$30,717	\$31,776	\$32,230	\$33,289	\$34,046	\$34,802
29	\$28,569	\$29,483	\$30,096	\$30,556	\$31,016	\$32,088	\$32,548	\$33,612	\$34,388	\$35,154
30	\$28,843	\$29,765	\$30,384	\$30,849	\$31,313	\$32,396	\$32,860	\$33,934	\$34,717	\$35,501
31	\$29,117	\$30,048	\$30,673	\$31,142	\$31,610	\$32,704	\$33,172	\$34,256	\$35,047	\$35,828
32	\$29,391	\$30,330	\$30,961	\$31,434	\$31,912	\$33,010	\$33,483	\$34,577	\$35,375	\$36,164
33	\$29,665	\$30,613	\$31,249	\$31,726	\$32,204	\$33,148	\$33,625	\$34,729	\$35,605	\$36,493
34	\$29,939	\$30,895	\$31,536	\$32,019	\$32,501	\$33,292	\$33,774	\$34,883	\$35,837	\$36,822
35	\$30,213	\$31,178	\$31,824	\$32,312	\$32,804	\$33,456	\$33,943	\$35,057	\$36,171	\$37,151
36	\$30,487	\$31,461	\$32,112	\$32,605	\$33,101	\$33,656	\$34,147	\$35,367	\$36,505	\$37,480
37	\$30,761	\$31,742	\$32,396	\$32,894	\$33,394	\$33,954	\$34,449	\$35,677	\$36,839	\$37,809
38	\$31,035	\$32,025	\$32,684	\$33,187	\$33,691	\$34,256	\$34,755	\$35,977	\$37,173	\$38,138
39	\$31,309	\$32,308	\$32,970	\$33,478	\$33,987	\$34,556	\$35,059	\$36,297	\$37,507	\$38,467
40	\$31,583	\$32,591	\$33,256	\$33,768	\$34,281	\$34,856	\$35,363	\$36,617	\$37,837	\$38,796

Paras not on the Salary Schedule ("Grandfathered") will receive a 4.0% Salary Increase.

This schedule applies to the 2009-2010 school year only.

**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - 060**

**2009-2010**

185 Days: Food Service Office Manager  
 187 Days: LVN Clinic Assistant, Bil Intervention Aide  
 210 Days: Elementary Secretary  
 225 Days: Middle School Secretary, High School Secretary  
 230 Days: Delinquent Tax Collector, Payroll Clerk, Personnel Clerk, Substitute Clerk, Tax Office Clerk/Bookkeeper  
 Scheduling Advisor; Department Secretary: Learning Resources, Student Services,  
 Bilingual, Personnel, Planning/Eval/Research, Public Information, Purchasing,  
 Risk Management, Special Education, Special Services, Teaching & Learning, Technical Services,  
 Instructional Technology, PreK-12 Campus Operations, Staff Development, Facility Services, Food Service

<b>YRS EXP</b>	<b>185 Days</b>	<b>187 Days</b>	<b>210 Days</b>	<b>225 Days</b>	<b>230 Days</b>
0	\$21,941	\$22,178	\$24,906	\$26,685	\$27,278
1	\$22,203	\$22,443	\$25,203	\$27,003	\$27,603
2	\$22,637	\$22,881	\$25,696	\$27,531	\$28,143
3	\$22,737	\$22,983	\$25,810	\$27,653	\$28,268
4	\$23,223	\$23,474	\$26,361	\$28,244	\$28,871
5	\$23,516	\$23,770	\$26,694	\$28,600	\$29,236
6	\$23,809	\$24,066	\$27,026	\$28,957	\$29,600
7	\$24,102	\$24,362	\$27,359	\$29,313	\$29,964
8	\$24,395	\$24,659	\$27,691	\$29,669	\$30,329
9	\$24,688	\$24,955	\$28,024	\$30,026	\$30,693
10	\$24,981	\$25,251	\$28,357	\$30,382	\$31,057
11	\$25,274	\$25,547	\$28,689	\$30,739	\$31,422
12	\$25,567	\$25,843	\$29,022	\$31,095	\$31,786
13	\$25,860	\$26,140	\$29,355	\$31,451	\$32,150
14	\$26,153	\$26,436	\$29,687	\$31,808	\$32,515
15	\$26,446	\$26,732	\$30,020	\$32,164	\$32,879
16	\$26,739	\$27,028	\$30,353	\$32,521	\$33,243
17	\$27,032	\$27,324	\$30,685	\$32,877	\$33,608
18	\$27,325	\$27,621	\$31,018	\$33,233	\$33,972
19	\$27,618	\$27,917	\$31,350	\$33,590	\$34,336
20	\$27,911	\$28,213	\$31,683	\$33,946	\$34,701
21	\$28,204	\$28,509	\$32,016	\$34,303	\$35,065
22	\$28,497	\$28,805	\$32,348	\$34,659	\$35,429
23	\$28,790	\$29,102	\$32,681	\$35,015	\$35,794
24	\$29,083	\$29,398	\$33,014	\$35,372	\$36,158
25	\$29,377	\$29,694	\$33,346	\$35,728	\$36,522
26	\$29,670	\$29,990	\$33,679	\$36,085	\$36,886
27	\$29,963	\$30,287	\$34,012	\$36,441	\$37,251
28	\$30,256	\$30,583	\$34,344	\$36,797	\$37,615
29	\$30,641	\$30,972	\$34,782	\$37,266	\$38,094
30	\$30,934	\$31,269	\$35,115	\$37,623	\$38,459
31	\$31,227	\$31,565	\$35,447	\$37,979	\$38,823
32	\$31,520	\$31,861	\$35,780	\$38,336	\$39,187
33	\$31,813	\$32,157	\$36,112	\$38,692	\$39,552
34	\$32,106	\$32,453	\$36,445	\$39,048	\$39,916
35	\$32,399	\$32,750	\$36,778	\$39,405	\$40,280
36	\$32,692	\$33,046	\$37,110	\$39,761	\$40,645
37	\$33,032	\$33,389	\$37,496	\$40,174	\$41,067
38	\$33,325	\$33,685	\$37,828	\$40,530	\$41,431
39	\$33,618	\$33,981	\$38,161	\$40,887	\$41,795
40	\$33,911	\$34,277	\$38,493	\$41,243	\$42,159

Paras not on the Salary Schedule ("*Grandfathered*"), will receive a 4.0% Salary Increase  
 This schedule applies to the 2009-2010 school year only.

**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - 065**

**2009-2010**

187 Days: Deaf Ed Interpreter-Level 1

230 Days: Accounts Payable Supervisor, Athletics Office Manager

Deputy Tax Collector, Budget Coordinator

<b>YRS EXP</b>	<b>187 Days</b>	<b>230 Days</b>
0	\$24,559	\$30,206
1	\$24,856	\$30,571
2	\$25,030	\$30,786
3	\$25,162	\$30,947
4	\$25,682	\$31,588
5	\$26,008	\$31,989
6	\$26,334	\$32,390
7	\$26,661	\$32,791
8	\$26,987	\$33,192
9	\$27,313	\$33,593
10	\$27,639	\$33,994
11	\$27,965	\$34,396
12	\$28,291	\$34,797
13	\$28,617	\$35,198
14	\$28,943	\$35,599
15	\$29,270	\$36,000
16	\$29,596	\$36,401
17	\$29,922	\$36,802
18	\$30,248	\$37,203
19	\$30,574	\$37,605
20	\$30,900	\$38,006
21	\$31,226	\$38,407
22	\$31,553	\$38,808
23	\$31,879	\$39,209
24	\$32,205	\$39,610
25	\$32,531	\$40,011
26	\$32,857	\$40,412
27	\$33,183	\$40,814
28	\$33,509	\$41,215
29	\$33,835	\$41,616
30	\$34,162	\$42,017
31	\$34,534	\$42,475
32	\$34,861	\$42,877
33	\$35,187	\$43,278
34	\$35,560	\$43,736
35	\$35,886	\$44,137
36	\$36,212	\$44,539
37	\$36,538	\$44,940
38	\$36,911	\$45,398
39	\$37,237	\$45,799
40	\$37,563	\$46,201

**Paras not on the Salary Schedule ("Grandfathered"), will receive a 4.0% Salary Increase  
This schedule applies to the 2009-2010 school year only.**

**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - 070**

**2009-2010**

187 Days: Deaf Ed Interpreter-Level 2

230 Days: Secretary to Assistant Superintendent, Secretary to Administrative Assistant to Superintendent,  
Buyer, Certification Officer

<b>YRS EXP</b>	<b>187</b>	<b>230</b>
0	\$28,218	\$34,707.00
1	\$28,543	\$35,106.06
2	\$28,774	\$35,390.10
3	\$28,953	\$35,610.90
4	\$29,522	\$36,310.10
5	\$29,896	\$36,770.10
6	\$30,270	\$37,230.10
7	\$30,644	\$37,690.10
8	\$31,018	\$38,150.10
9	\$31,392	\$38,610.10
10	\$31,766	\$39,070.10
11	\$32,140	\$39,530.10
12	\$32,514	\$39,990.10
13	\$32,888	\$40,450.10
14	\$33,262	\$40,910.10
15	\$33,636	\$41,370.10
16	\$34,010	\$41,830.10
17	\$34,384	\$42,290.10
18	\$34,758	\$42,750.10
19	\$35,132	\$43,210.10
20	\$35,506	\$43,670.10
21	\$35,880	\$44,130.10
22	\$36,254	\$44,590.10
23	\$36,628	\$45,050.10
24	\$37,002	\$45,510.10
25	\$37,376	\$45,970.10
26	\$37,750	\$46,430.10
27	\$38,170	\$46,947.60
28	\$38,591	\$47,465.10
29	\$38,965	\$47,925.10
30	\$39,339	\$48,385.10
31	\$39,713	\$48,845.10
32	\$40,087	\$49,305.10
33	\$40,555	\$49,880.10
34	\$40,929	\$50,340.10
35	\$41,303	\$50,800.10
36	\$41,677	\$51,260.10
37	\$42,051	\$51,720.10
38	\$42,425	\$52,180.10
39	\$42,845	\$52,697.60
40	\$43,219	\$53,157.60

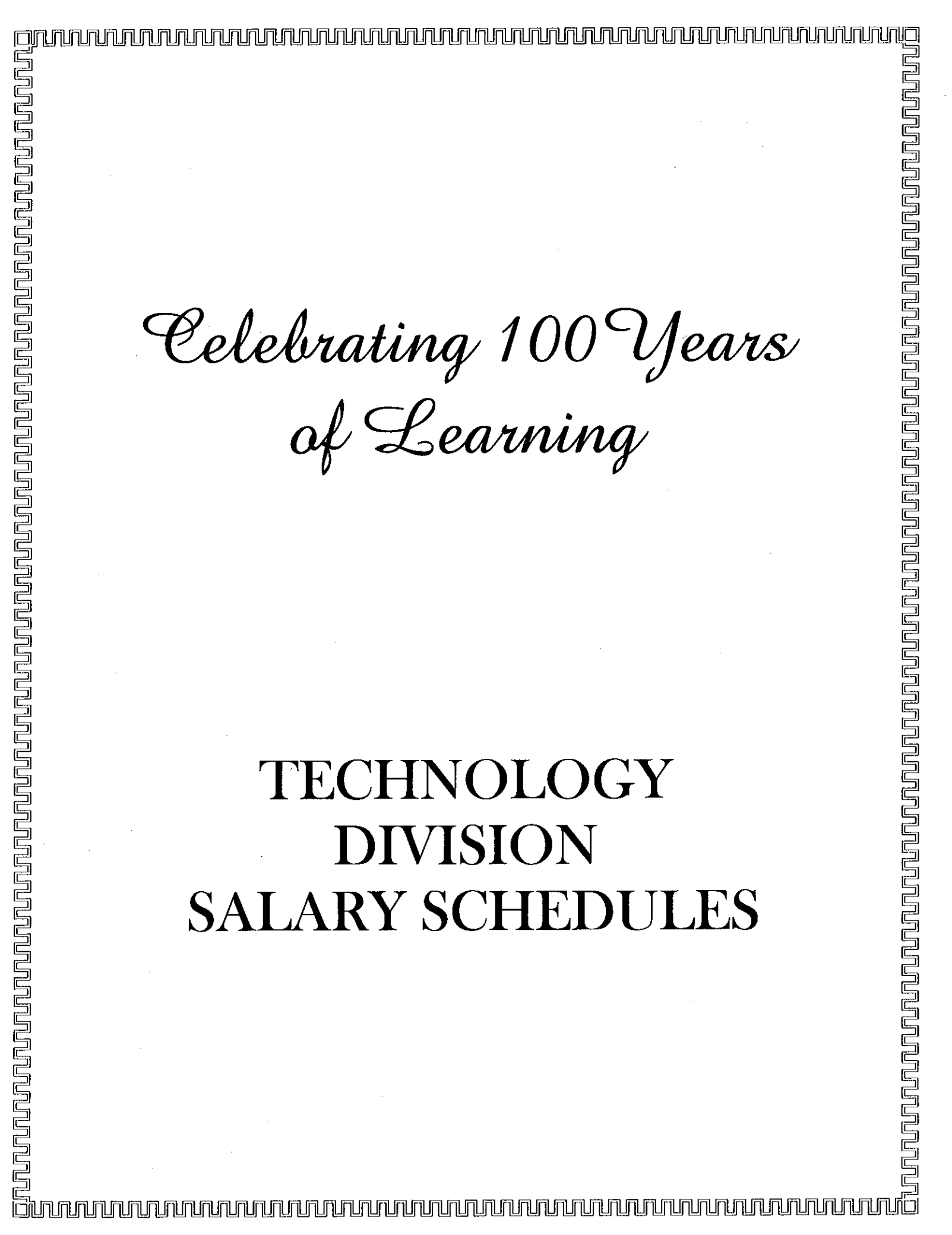
Paras not on the Salary Schedule ("*Grandfathered*"), will receive a 4.0% Salary Increase  
This schedule applies to the 2009-2010 school year only.

**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE  
Permanent and Long-term Substitutes**

**2009-2010**

	<b>187 Days</b>
Non-Degreed	\$16,464
Degreed	\$19,202
Certified	\$23,476
Long-Term EDC & RAC	\$26,674

**This schedule applies to the 2009-2010 school year only.**

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**TECHNOLOGY  
DIVISION  
SALARY SCHEDULES**



**IRVING ISD PARAPROFESSIONAL SALARY SCHEDULE - Campus Tech**

**2009-2010**

200 Days: Elementary; Middle Schools

230 Days: All High Schools

<b>YRS EXP</b>	<b>200 Days</b>	<b>230 Days</b>
0	\$24,040	\$27,646
1	\$24,320	\$27,968
2	\$24,792	\$28,511
3	\$24,898	\$28,632
4	\$25,419	\$29,232
5	\$25,733	\$29,593
6	\$26,046	\$29,953
7	\$26,360	\$30,314
8	\$26,674	\$30,675
9	\$26,987	\$31,035
10	\$27,301	\$31,396
11	\$27,614	\$31,757
12	\$27,928	\$32,117
13	\$28,242	\$32,478
14	\$28,555	\$32,838
15	\$28,869	\$33,199
16	\$29,182	\$33,560
17	\$29,496	\$33,920
18	\$29,810	\$34,281
19	\$30,123	\$34,642
20	\$30,437	\$35,002
21	\$30,750	\$35,363
22	\$31,064	\$35,724
23	\$31,378	\$36,084
24	\$31,691	\$36,445
25	\$32,005	\$36,806
26	\$32,318	\$37,166
27	\$32,632	\$37,527
28	\$32,946	\$37,887
29	\$33,259	\$38,248
30	\$33,653	\$38,701
31	\$33,966	\$39,061
32	\$34,280	\$39,422
33	\$34,594	\$39,783
34	\$34,907	\$40,143
35	\$35,221	\$40,504
36	\$35,634	\$40,980
37	\$35,948	\$41,340
38	\$36,262	\$41,701
39	\$36,575	\$42,061
40	\$36,889	\$42,422

**MCP, A+, or Equivalent Certification: \$2000**

**Paras not on the Salary Schedule ("Grandfathered"), will receive a 4.0% Salary Increase**

**This schedule applies to the 2009-2010 school year only.**

# **IRVING ISD DISTRICT COMPUTER TECHNICIAN SALARY RANGE 2009-2010**

## **230 DAYS**

<b>MINIMUM</b>	\$42,930
<b>MID-POINT</b>	\$47,693
<b>MAXIMUM</b>	\$52,458

Placement within the range will be based on training, experience, skill, and duties as determined by the Executive Director of Technology and the Assistant Superintendent for Personnel and Administration.

After determining placement, \$2,000 will be added to the salary for A+ certification.  
An additional \$2,000 will be added for MCSE certification.

**This schedule applies to the 2009-2010 school year only.**

**IRVING ISD DISTRICT NETWORK TECHNICIAN SALARY RANGE  
2009-2010**

**230 DAYS**

<b>MINIMUM</b>	\$53,217
<b>MID-POINT</b>	\$68,073
<b>MAXIMUM</b>	\$82,936

Placement within the range will be based on training, experience, skill, and duties as determined by the Executive Director of Technology and the Assistant Superintendent for Personnel and Administration.

After determining placement, \$5,000 will be added to the salary for MCSE certification.

**This schedule applies to the 2009-2010 school year only.**



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**SUPPLEMENTAL DUTY  
AND  
STIPEND SCHEDULES**

**IRVING INDEPENDENT SCHOOL DISTRICT  
SUPPLEMENTAL DUTY AND STIPEND SCHEDULE  
2009-2010**

Supplemental duty and stipend payments represent compensation paid to employees for responsibilities they have been assigned that require work beyond their regular duty. These assignments reflect opportunities for professional growth and/or supervision of extra-curricular activities. This schedule applies to the 2009-2010 school year only, and all stipends/supplemental duty pay are prorated when performed less than a full school year, or for less than a full time teacher. If a paraprofessional is receiving the supplemental duty pay or stipend, the amount will be the greater of either the posted amount in this schedule or the individual's overtime rate if the duty extends beyond the 40 hour work week.

**SUPPLEMENTAL DUTY PAYMENTS INCLUDED IN ANNUAL SALARY  
(Paid over 12 Months)**

**NOTE:**

Teachers are compensated with extra duty days when the activity requires them to be on duty during days other than the normal 187 days of the teacher contract period. The daily rate of the individual teacher is taken from the Teacher Salary Schedule as approved by the Board of Trustees and is multiplied by the number of extra duty days to determine the monetary equivalent. Payment is made as part of the teacher's annual salary, paid over 12 months.

Monetary supplements are paid for extra time given on days that are part of the 187 days of the teacher contract. Payment is made as part of the teacher's annual salary.

**PEER LEADERSHIP ACTIVITIES:**

<b>Department Chairpersons</b>	
High School (Core Subjects, CTE, Special Education)	\$2,000
Academy (Specializations, Special Education)	\$2,000
Middle School (Core Subjects, Special Education)	\$1,500
<b>Other Subject Areas and Interdisciplinary Teams</b>	
High School (5 or more teachers)	\$800
Middle School (4 or more teachers)	\$800
Early Childhood Team Leaders (3 per campus)	\$800
Grade Level Chairperson (K-5, -including Specials with at least 3 teachers- 1 per grade, may be split)	\$1,000
Special Education Lead Teacher (PK-5 with at least 3 teachers;1 per campus)	\$1,000
Bilingual/ESL Lead Teacher (1 per EC & Elem campus) <b>OR</b>	\$1,200
Principal Alternative: Bilingual Only (1 per EC & Elem campus)	\$600
+ ESL Only (1 per EC & Elem campus)	\$600
ESL Lead Teacher (1 per MS & HS Campus)	\$1,200
Mentor Teacher (for certification)	\$500
Clinical Fellowship Year (CFY) Supervision (per semester & per SLP)	\$1,000

Fine Arts District Lead Teachers			
PK – 5 Music			\$1,500
6 – 12 Theater Arts			\$1,000
6 – 12 Choral			\$1,000
6 – 12 Band			\$1,000
6 – 12 Orchestra			\$800
9 – 12 Visual Arts			\$1,000
9 – 12 Dance			\$500

**STUDENT LEADERSHIP ACTIVITIES:**

JROTC	30 days	plus	\$3,000
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Journalism

<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
High School Yearbook	5 days	plus	\$1,500
High School Newspaper			\$1,500
Middle School Yearbook/Newspaper	3 days	plus	\$1,500

Academic Decathlon

District Coordinator			\$1,000
Head Coach			\$4,750
Asst. Coach			\$4,250
*Others	Maximum of \$4,000 for group with \$2,000 maximum per person		

Academic Decathlon State Meet Per Coach

Head Coach			\$2,250
Asst. Coach			\$1,750
* Others	Maximum of \$2,400 for group with \$1,200 maximum per person		

Academic Decathlon National Meet Per Coach

Head Coach			\$2,000
Asst. Coach			\$1,500
*Others	Maximum of \$2,000 for group with \$1,000 maximum per person		

**\*These funds may not be designated or allocated to the Head Coach or Asst. Coach**

Mock Trial

Co-Coaches (2)			\$2,000 each
Others			\$1,000

Mock Trial State Meet

Co-Coaches (2)			\$1,000 each
Others			\$1000

Mock Trial National Meet

Co-Coaches (2)			\$1,000 each
Others			\$0

Destination Imagination District Coordinator			\$1,000
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Future Educator Organization Sponsor (TAFE)			\$1,000
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Dual Enrollment Teacher (per preparation/course title) \$1,500 = 1 credit; \$750 = .5 credit

Advanced Placement Teacher (per preparation/course title) \$1,500 = 1 credit; \$750 = .5 credit

Examples:

A teacher who teaches .5 credit dual enrollment Government in the Fall and in the Spring would receive a \$750 supplement.

A teacher who teaches dual enrollment for English and AP English would receive a \$3,000 supplement as these classes are different preparations.

A teacher who teaches 2 classes of dual enrollment US History would receive a \$1,500 supplement as these are the same preparation.

**Cheerleader Sponsor**

<i>Assignment</i>	<i>Duty Days</i>		<i>Monetary Supplement</i>
High School Varsity	10 days	plus	\$4,000
High School JV	10 days	plus	\$2,000
Freshman	5 days	plus	\$2,000
Middle School	10 days	plus	\$1,500

Drill Team Sponsor 10 days plus \$4,000

Spirit Squad (1 per High School only) \$1,000

**Student Council**

High School	\$1,500
Assistant at High School	\$750
Middle School	\$750

National Honor Society \$750

**Band Assignment**

<i>Duty Days</i>		<i>Monetary Supplement</i>
High School Director*	23 days plus	\$9,500
High School Assistant	15 days plus	\$6,000
Middle School Director*	10 days plus	\$4,500
Middle School Assistant	(per school)	\$1,500

\*If program has 200 to 300 students enrolled as of May 1<sup>st</sup>, additional stipend: \$1,000  
Paid in May Special Earnings Paycheck

\*If program has over 300 students enrolled as of May 1<sup>st</sup>, additional stipend: \$2,500  
Paid in May Special Earnings Paycheck

**Choir**

High School Director*	5 days plus	\$4,500
Middle School Director*		\$2,500
High School Assistant		\$2,500

\*If program has 200 to 300 students enrolled as of May 1<sup>st</sup>, additional stipend: \$1,000  
Paid in May Paycheck in Special Earnings

\*If program has over 300 students enrolled as of May 1<sup>st</sup>, additional stipend: \$2,500  
Paid in May Special Earnings Paycheck

**Orchestra**

High School Director	\$5,000
Middle School Director	\$3,500

Ballet Folklorico Sponsor \$700

High School Competition Speech \$2,000

High School Competition Drama – Lead \$4,000

High School Competition Drama – Assistant	\$2,500
GED (will be shared if more than one teacher)	\$3,000
Safety Patrol Sponsor	\$1,200

**DISTRICT INCENTIVES:**

Fully Certified Elementary Bilingual Teacher in that Assignment	\$4,000
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Speech Therapists, Diagnosticians, Counselors, Instructional Specialists or Librarians with Bilingual Certification or Score of Advanced or Advanced High on TOPT; or equivalent on BTLPT (Final Passing Scores of 6, 7, or 8)	\$3,500
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Speech Therapists, Diagnosticians, Counselors, or Librarians with Score of Intermediate High on the TOPT (Final Scores of 4); or equivalent on BTLPT	\$1,750
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Speech Language Pathologist – Critical Needs Area Fully Licensed In a full time position Annual Stipend	\$2,500
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Fully Certified Deaf Education Teacher in that Assignment – Critical Needs Area Certified Sign Language Interpreters –	\$2,500
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Level 1	\$2,500
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Beginner	\$3,000
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Level 3	\$3,500
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Intermediate	\$4,500
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Fully certified Vision Impaired Teachers in that Assignment	\$3,000
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Read Right Trainer (Read Right Certified teacher)	\$1,000
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Read Right Tutor (Read Right Certified Paraprofessional) (Identified by T & L)	\$2,500
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Spanish Oral Proficiency Stipend	\$500
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- Any Professional or Paraprofessional Employee is Eligible, unless currently receiving Bilingual stipend
- Must score 4 or better on TOPT, or District Approved Equivalent Assessment; or equivalent on BTLPT

Administrator for Administrative Annex (Assigned by Assistant Supt. T & L)	\$1,500
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Assigned Class During Required Planning & Preparation Period:  
*Salary is figured on Instructional Days only.*

6 Period Day: 1/6 of Salary

7 Period Day: 1/7 of Salary

8 Period Day: 1/8 of Salary

*For a classroom teacher who voluntarily gives up his/her state-required planning & preparation period to teach an academic class due to campus needs. It must be recommended by the principal, endorsed by the Division Director of Secondary T&L, and approved by Director of Personnel.*

## **TECHNOLOGY STIPENDS**

Campus Techs with 1:1 Student Laptop Ratio (High Schools)	\$2,000
Campus Techs A+, MCP, or equivalent certification	\$2,000
District Computer Techs A+ Certification	\$2,000
Or MCSA or equivalent	\$5,000
District Network Techs CCNA or equivalent	\$2,000
CCNP or equivalent	\$3,000
Or MCSA or equivalent	\$5,000
District Network Techs (Server Specialists) MCSA or equivalent	\$5,000
Or CCNA or equivalent	\$2,000
CCNP or equivalent	\$3,000
District Network Administrator CCNA or equivalent	\$2,000
CCNP or equivalent	\$3,000
On Call Status	\$2,400
Board Room Duty	\$2,000

## STIPEND PAYMENTS PAID AS SPECIAL EARNINGS

### (Paid in Lump Sum)

#### NOTE:

Stipend payments for single events may be paid as Special Earnings as the events occur or are awarded, unless otherwise noted. Funds must be appropriately budgeted to pay these stipends.

### ***DISTRICT CURRICULUM & INSTRUCTION***

Curriculum Writing	\$125 per day
District Textbook Committee	\$500
Staff Development Presentation	Lesser of \$25 per hour or normal hourly rate
Staff Development Preparation	Rate for Presentation for Up to 50% of presentation time
Facilitator for Major Staff Development Event	\$50 per day
Planning for Major Staff Development Event	\$15 per hour
Required Training for Professional	\$75 per day
Required Training for Others	\$30 per day
Summer School Principal	\$27 per hour
Summer School Principal (200+ Students)	\$30 per hour
Summer School Teacher	\$25 per hour
Summer School Aide, Cashier	\$9 per hour
Summer School Secretary	\$12.50 per hour
Extended Instruction Teacher	\$25 per hour
Extended Instruction Aide	\$9 per hour
Extended Instruction Summer Session Lead Teacher	\$500
Extended Instruction Secretary	\$12.50 per hour, or applicable Overtime rate, Whichever is greater
Tutorials	
Certified Teacher	\$25 per hour
Non-certified Teacher (includes Certified Aide)	\$15 per hour, or applicable Overtime rate, whichever is greater

### ***SPECIAL EVENTS STIPENDS:***

*(Paid in Time and attendance by campus or department)*

UIL Contest Sponsor (To Be Paid in May)	\$350
Destination Imagination Team Manager (To Be Paid in May)	\$350
Career & Technology Sponsor (Competitions) (To Be Paid in May)	\$350
Detention Hall Duty	\$15 per hour
Saturday School	\$15 per hour

Best Plus Testers	\$15 per hour
Credit by Exam or Test Proctor	\$20 per hour
Sign Language Interpreter	\$35 per hour
Other Language Oral Interpreter	\$15 per hour
Other Language Written Interpreter	\$25 per hour
Parent Facilitator	\$17 per hour
Science Fair Teacher Facilitator	\$450
Science Olympiad Teacher Facilitator	\$800
All-City Auditions and Pre-UIL Facilitator (2 Band, 2 Strings, 1 Choir)	\$100
Irving Boys and Girls Choirs Director	\$2,000
Irving Boys and Girls Choirs Assistant Director	\$1,750
Irving Boys and Girls Choir Accompanist	\$750
Score Board Operators	\$35 per hour

***DISTRICT INCENTIVES:***

**Secondary ESL Teachers** who are the Teacher of Record for a Sheltered or ESOL class (payment made in November) \$1,000

**ESL (ARISE) Stipend**

Must meet the following conditions to qualify: \$1,000

- Hold ESL Supplemental Certificate
- Current Teacher of Record in Reading, English, Math, Science or Social Studies
- Completed 12 hours of ARISE staff development

This stipend will be paid in November following the year in which conditions were met. See program guidelines for details.

**IISD Graduates Teaching in IISD**, and meet the following conditions: \$4,000\*

- Must be first year of creditable teaching experience
  - Teacher in designated IISD Acute Shortage Area
- \*\$2,000 will be paid in Year one (Oct), and \$2,000 paid in Year Two (Oct)

**Secondary Math or Science Teachers (with 4 or more sections):**

With 2-5 Years of IISD Consecutive Service teaching math/science: \$1,500

With 6+ Years of IISD Consecutive Service teaching math/science: \$3,000

Must meet all related staff development requirements

To be paid half the stipend in November, the other half in May

See program guidelines for details

## College Coursework Reimbursements

Irving ISD does not have a reimbursement program to receive a master's. However, there are certain college/university courses, graduate and undergraduate, that are reimbursable under the conditions listed below.

Employees who earn at least 3 semester hours at a college or university in a course leading towards certification in a field where there is a critical shortage of certified teachers may be reimbursed \$300 per course. For 2009-2010, those fields of critical shortage are elementary bilingual, special education, foreign language, speech and language pathology, mathematics, and science.

Employees who earn at least 3 hours for a course completed after September 1, 2002 beyond their Master's degrees in any specific teaching field in which high school dual-enrollment credit is given may be reimbursed \$300 per course. The purpose of this reimbursement program is to increase the number of qualified teachers to teach dual enrollment courses at the high school level. Teachers of dual enrollment courses must have a Master's Degree plus at least 18 hours in the subject area taught.

## Buy-Back Options

Retiree Local Sick Leave Buy Back Rate	\$100 per day
Retiree Exemplary Attendance Buy Back Rate	\$100 per day

### Exemplary Attendance Buy Back Rate – Active Employees

- A minimum of 15 days must be in the employee's Exemplary Attendance Sick Leave Days account before being eligible to sell any days.
- A maximum of 10 days may be sold at 80% of the rate Equivalent to the retirement "Buy Back" rate set by the Board of Trustees. \$80 per day
- Any Additional days in the Exemplary Attendance Days account May be "sold" at 50% of the rate equivalent to the retirement "Buy-Back" set by the Board of Trustees. \$50 per day
- Requests to "sell" Exemplary Attendance Days must be made during the month of September each year.
- Payment will be made to the employee in the October paycheck under "Special Earnings."
- Any days sold are subject to income tax and TRS deductions.

## SUPPLEMENTS TO SALARY FOR ATHLETIC ASSIGNMENTS

### Head Coaches

<b>Assignment</b>	<b>Duty Days</b>		<b>Monetary Supplement</b>
Basketball	8 days	plus	\$7,700
Baseball	6 days	plus	\$5,500 OR \$ for 2 <sup>nd</sup> Sport + \$2,500
Cross Country	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Softball	6 days	plus	\$5,500 OR \$ for 2 <sup>nd</sup> Sport + \$2,500
Golf	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Gymnastics	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Soccer	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Swimming	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Tennis (Spring)	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Team Tennis	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Track	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Volleyball	14 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200
Wrestling	6 days	plus	\$3,700 OR \$ for 2 <sup>nd</sup> Sport + \$1,200

**A second school in gymnastics or swimming      Additional \$1,850 (half monetary)**

### Football and Volleyball Assistants

<b>Assignment</b>	<b>Duty Days</b>		<b>Monetary Supplement</b>
Football Offensive Coordinator	14 days	plus	\$4,800
Football Defensive Coordinator	14 days	plus	\$4,800
Other Varsity	12 days	plus	\$4,200
JV	12 days	plus	\$3,400
9 <sup>th</sup>	12 days	plus	\$3,400

### Other Assistants

<b>Assignment</b>	<b>Duty Days</b>		<b>Monetary Supplement</b>
Baseball	6 days	plus	\$3,400
Basketball	6 days	plus	\$3,400
Cross Country	6 days	plus	\$3,400
Softball	6 days	plus	\$3,400
Track	6 days	plus	\$3,400
Soccer	6 days	plus	\$3,400
Tennis	12 days	plus	\$3,400
Athletic Trainer	18 days	plus	\$6,200
Assistant Athletic Trainer	18 days	plus	\$5,200
After-School Only Assignment	5 days	plus	\$800
Power Lift	5 days	plus	\$0
Off-Season	4 days	plus	\$0

**Middle School**

<b>Assignment</b>	<b>Duty Days</b>		<b>Monetary Supplement</b>
Head Coach/Athletic Coordinator	12 days	plus	\$5,200
Assistant Coach with Football	8 days	plus	\$4,200
Other Assistant Coach	2 days	plus	\$4,200
Soccer Only	0 days	plus	\$1,200
After-School Only Assignment	0 days	plus	\$800

**NOTES ON EXTRA DUTY DAYS AND MONETARY SUPPLEMENTS:**

Teachers are compensated with extra duty days when the activity requires them to be on duty during days other than the normal 187 days of the teacher contract period. The daily rate of the individual teacher is taken from the Teacher Salary Schedule as approved by the Board of Trustees and is multiplied by the number of extra duty days to determine the monetary equivalent. Payment is made as part of the teacher's annual salary.

Monetary supplements are paid for extra time given on days that are part of the 187 days of the teacher contract. Payment is made as part of the teacher's annual salary.

Paraprofessionals who are assigned athletic responsibilities and paid a stipend listed on this schedule must be compensated at a rate equal to, or greater than, their overtime rate for any work performed beyond the 40 hour work week. Supervisors should determine how many hours a paraprofessional may perform athletic duties by dividing the stipend amount by their specific overtime rate. Campuses are not authorized to allow a paraprofessional to earn more money than the stipend rate posted.

**Multiple Coaching Assignments:** Coaches who have two or more coaching assignments allotting extra duty days receive the sum of additional duty days, but not to exceed 16 days. Coaches receive only the higher or highest of the monetary supplements.

**Head Coaches:** To ensure that Head Coaches are appropriately compensated for their extra responsibilities, they are given the better of two options for their monetary supplement. They will receive the listed monetary supplement or the monetary supplement of their other sport + \$1,200, whichever is greater. They also receive the sum of days for each sport without exceeding 18 days.

Example: A Head Soccer Coach who also is a freshman football coach

Head Soccer Coach	6 days	plus	\$3,400 OR (\$3,400 + \$1,200)
9 <sup>th</sup> Grade Football	12 days	plus	\$3,400
Final Supplement for this Coach	18 days	plus	\$4,600 (take 2 <sup>nd</sup> option for Head Coach)

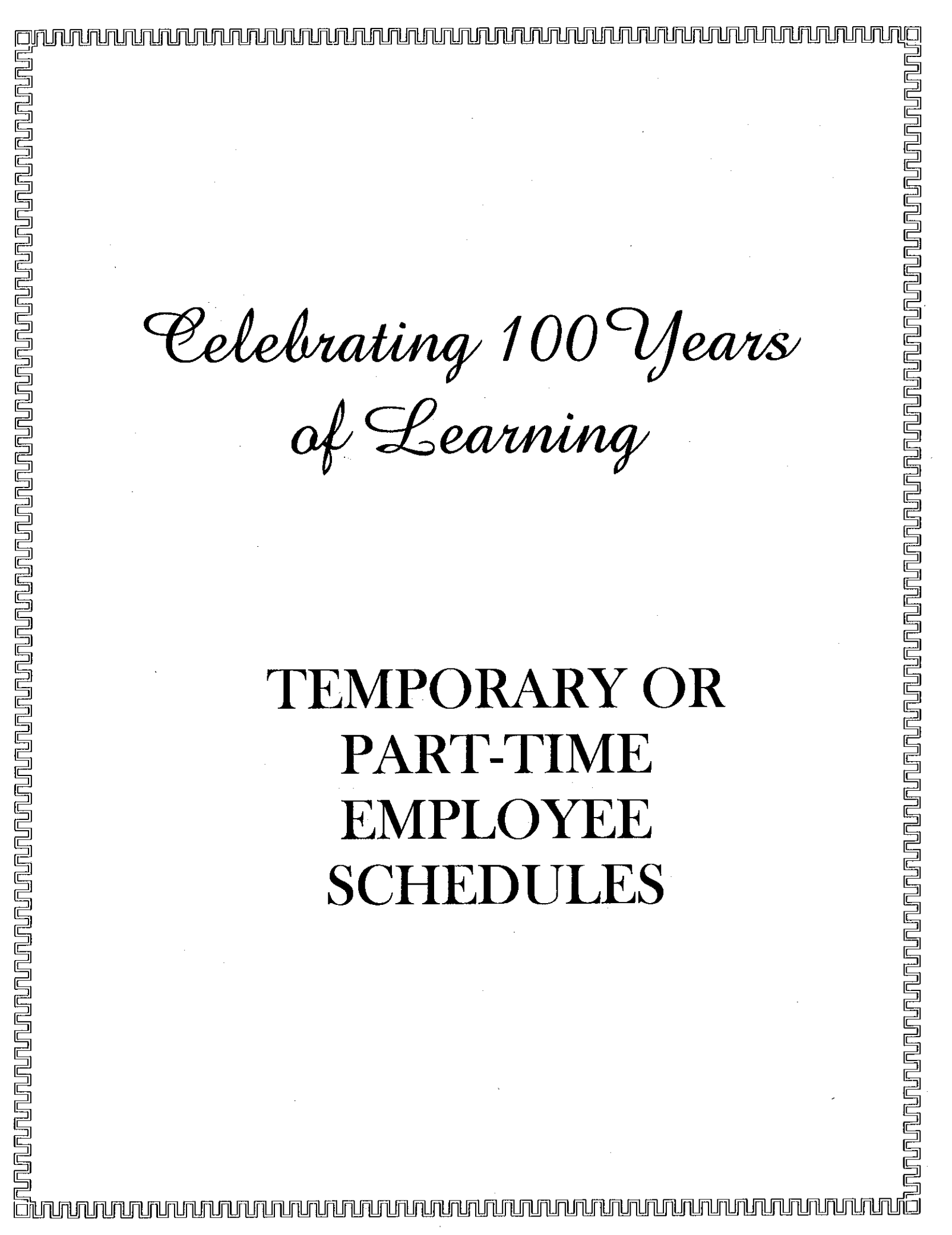
**Baseball Field Maintenance Supplement** \$4,500

One Stipend per HS Campus

**Softball Field Maintenance Supplement** \$2,500

One Stipend per HS Campus



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**TEMPORARY OR  
PART-TIME  
EMPLOYEE  
SCHEDULES**



**IRVING INDEPENDENT SCHOOL DISTRICT  
SUBSTITUTE EMPLOYEE COMPENSATION SCHEDULE  
2009-2010**

**SUBSTITUTE TEACHER**

BS Degree, Valid Teaching Certificate, & Former IISD Teacher	\$85 per day
BS Degree and Valid Teaching Certificate	\$80 per day
BS Degree and No Teaching Certificate	\$75 per day
No BS Degree	\$70 per day

**CLINIC**

BS Degree or RN Certificate	\$80 per day
No Certificate	\$70 per day

**PARAPROFESSIONAL**

All	\$65 per day
Administration Building Receptionist (training required)*	\$85 per day

**INCENTIVES:**

- COMPLETED SUBSTITUTE STAFF DEVELOPMENT TRAINING	plus \$5 per day
- MONDAY or FRIDAY (Full Day Assignment)	plus \$10 per day
- CONSECUTIVE DAYS OF SERVICE	
11 <sup>th</sup> – 20 <sup>th</sup> day in the same assignment	plus \$10 per day
21 <sup>st</sup> day in the same assignment, & continuing until the last day in the assignment	plus \$5 per day
- CUMULATIVE DAYS IN 2009-2010 BONUS	90-139 days = \$600
Paid with June 2010 Paycheck	140+ days = \$1200

In certain long-term assignments\*, a negotiated compensation rate not to exceed \$150 per day may be authorized by the Personnel Department. Considerations will include:

- Principal approval
- Responsible for planning instruction
- Responsible for grading student work
- Assignment for a minimum of six consecutive weeks
- Substitute must be in attendance 93% of scheduled assignment
- Other extenuating circumstances

This rate may be effective from the first day of the assignment.

\*Substitutes covering the Administrative Building Receptionist as well as those covering long-term assignments (@ \$150/day) are not eligible to receive the Monday/Friday incentives.

A "day" is defined as a Full Day Assignment (4.5+ hours), or two Half-Day Assignments (less than 4.5 hours).

Teachers who voluntarily substitute during conference or planning time in situations where adequate numbers of regular substitutes are not available will be compensated at the rate of \$25 per hour.

In the event that other professionally certified personnel have a need that necessitates a long-term absence from duty, or in the case of a vacancy in such a position, the Superintendent or his designee shall establish a rate of compensation that is commensurate with the duties of the position and skills and training of the substitute, if a substitute is employed.

Please note: Substitutes are non-exempt employees as defined by the United States Department of Labor, and substitute rates are based on an 8 hour day. Any time worked in excess of 40 hours in a work week must be compensated at a rate equivalent to time and a half, and any overtime worked by substitutes must be approved in advance by the Personnel Department.

For permanent Substitute Rates/Schedules, see Paraprofessional Schedules.

**This schedule applies to the 2009-2010 school year only.**

# **IRVING INDEPENDENT SCHOOL DISTRICT**

## **HOURLY RATE FOR**

### **PART-TIME AND/OR TEMPORARY POSITIONS\* 2009 -2010**

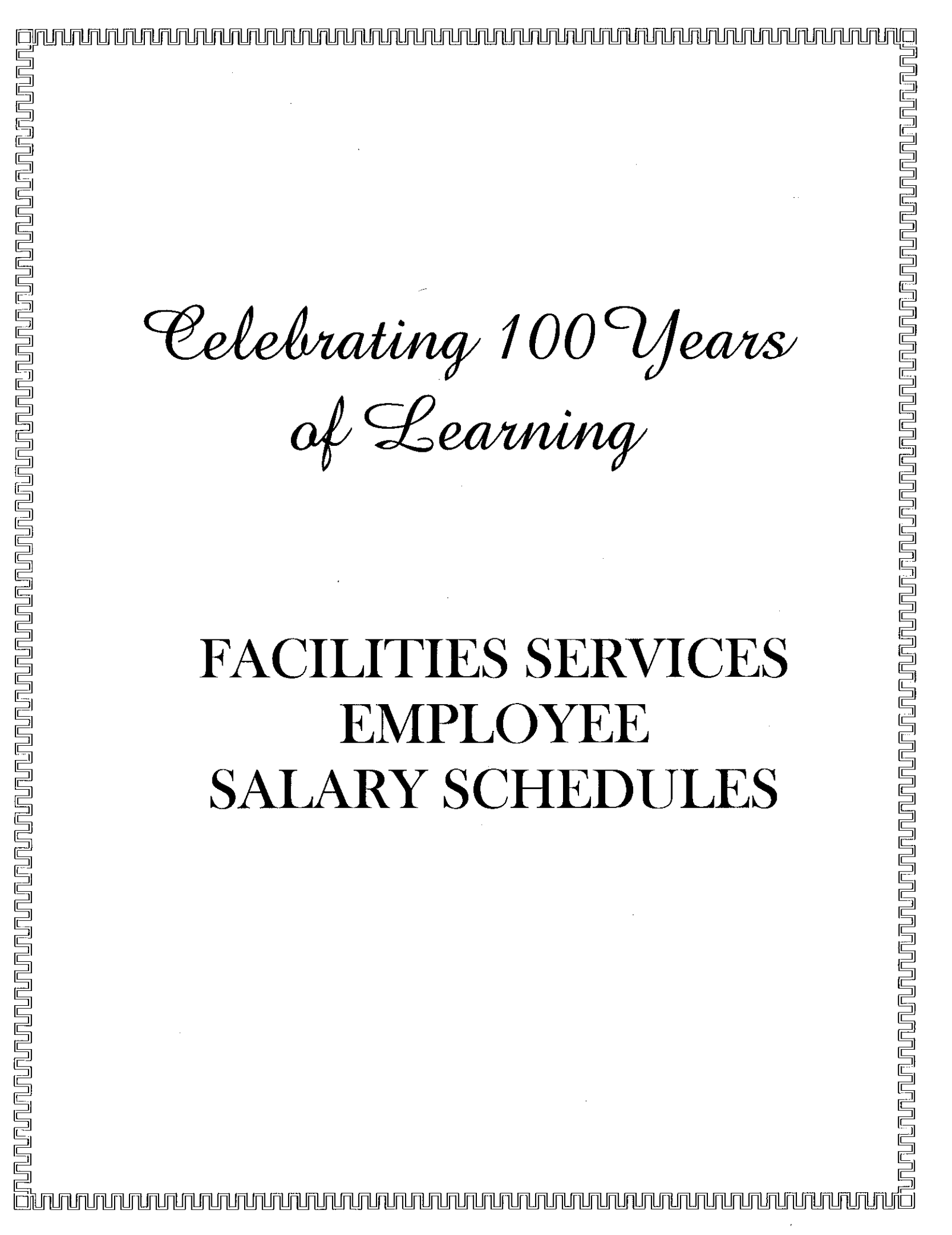
#### **TEMPORARY POSITIONS\***

Less than one year experience with IISD	\$ 9.25 per hour
One year or more experience with IISD	\$ 9.80 per hour
Job Coach	\$ 13.00 per hour

\*Includes High School Student Employees for Temporary Positions other than Facilities Services.

**This schedule applies to the 2009 -2010 school year only.**



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**FACILITIES SERVICES  
EMPLOYEE  
SALARY SCHEDULES**



# IRVING INDEPENDENT SCHOOL DISTRICT

## FACILITIES SERVICES JOB CLASSIFICATIONS

### FACILITIES DEPARTMENT

<u>POSITION</u>	<u>PAY GRADE</u>
DIRECTOR OF FACILITIES	EXEMPT
ASST. DIRECTOR FACILITIES & GROUNDS	EXEMPT
REGULATORY COMPLIANCE & TRAINING COORDINATOR	EXEMPT

### STRUCTURAL SECTION

STRUCTURAL FOREMAN	9
CARPENTER LEAD	6
CARPENTER	5
UTILITY CARPENTER	4
PAINTER LEAD	6
PAINTER	5
LOCKSMITH	5

### UTILITIES SECTION

UTILITIES FOREMAN	9
HVAC LEAD	8
HVAC TECHNICIAN	7
PREVENTIVE MAINTENANCE LEAD	4
PREVENTATIVE MAINTENANCE TECHNICIAN	3
PREVENTATIVE MAINTENANCE HELPER	1
FOOD SERVICE/REFRIGERATION TECHNICIAN	7
ELECTRICIAN LEAD (MASTER)	8
ELECTRICIAN (JOURNEYMAN)	7
UTILITY HELPER (ELECTRICAL)	1
PLUMBER LEAD (MASTER)	8
PLUMBER ( JOURNEYMAN)	7
PLUMBER TECHNICIAN	4
ELECTRONICS AV LEAD	7
ELECTRONICS AV TECHNICIAN	6

## GROUNDS SECTION

<u>POSITION</u>	<u>PAY GRADE</u>
GROUNDS FOREMAN	9
IRRIGATION & CHEMICAL APPLICATION LEAD	6
IRRIGATION TECHNICIAN	5
UTILITY EQUIPMENT OPERATOR	5
GROUNDS LEAD	2
CAMPUS GROUNDS PERSON	1
GROUNDS PERSON	1
GROUNDS UTILITY LEAD	3
MECHANIC LEAD	7
VEHICLE MECHANIC	6
MECHANIC - SMALL MOTORS	4
SUMMER HELPER @ PART-TIME PAY RATE	

## ENERGY MANAGEMENT DEPARTMENT

ENERGY MANAGER	EXEMPT
TELECOMMUNICATIONS COORDINATOR	EXEMPT
ENERGY MANAGEMENT TECHNICIAN	7
ENERGY MANAGEMENT SPECIALIST	6
EMERGENCY RESPONSE TECHNICIAN (ERT)	4

## OFFICE SECTION

CONSTRUCTION MANAGER	EXEMPT
MAINTENANCE EXPEDITER	3
MAINTENANCE CLERK	3

## OPERATIONS DEPARTMENT

<u>POSITION</u>	<u>PAY GRADE</u>
DIRECTOR SECURITY & OPERATIONS	EXEMPT
OPERATIONS MANAGER	EXEMPT
CUSTODIAN COORDINATOR	7
SMALL CAMPUS CUSTODIAN COORDINATOR / APPLIANCE TECH*	5
BUILDING MANAGER - HIGH SCHOOL	5
CUSTODIAN NIGHT LEAD - HIGH SCHOOL	4
BUILDING MANAGER - MIDDLE SCHOOL	4
CUSTODIAN NIGHT LEAD - MIDDLE SCHOOL	3
BUILDING MANAGER - ELEMENTARY	3
CUSTODIAN NIGHT LEAD - ELEMENTARY	2
BUILDING MANAGER - SMALL CAMPUS *	2
CUSTODIAN NIGHT LEAD - SMALL CAMPUS *	2
ADMINISTRATIVE OPERATIONS/DELIVERY PERSON	2
CUSTODIAN	1
FLOOR CARE TEAM LEADER	2
FLOOR CARE TEAM	1

\* Small Campus = Early Childhood Schools, Wheeler, Administration Building, UBCL

## SECURITY DEPARTMENT

<u>POSITION</u>	<u>PAY GRADE</u>
SECURITY MANAGER	EXEMPT
SECURITY LEAD	6
SECURITY SYSTEMS SPECIALIST	5
SECURITY DISPATCHER	4
SECURITY PATROL	4
CAMPUS AUXILIARY OFFICER	4
SECURITY CLERK	3

**WAREHOUSE DEPARTMENT**

<b><u>POSITION</u></b>	<b><u>PAY GRADE</u></b>
WAREHOUSE/TRANSPORTATION MANAGER	EXEMPT
WAREHOUSE COORDINATOR	6
WAREHOUSE CLERK	4
PARTS / INVENTORY CLERK	4
WAREHOUSE STOCK HANDLER	4
WAREHOUSE DELIVERY LEAD	4
DELIVERY DRIVER	3
DELIVERY HELPER	1

**OTHER PERSONNEL PAID ON FACILITIES SERVICES SCHEDULE**

<b><u>POSITION</u></b>	<b><u>PAY GRADE</u></b>
LEAD PRINTER FOREMAN	5
TEXTBOOK WAREHOUSE CLERK	3

**SCIENCE CENTER**

<b><u>POSITION</u></b>	<b><u>PAY GRADE</u></b>
MANAGER	EXEMPT
SCIENCE CENTER CLERK/REPLENISHER	2
SCIENCE CENTER STOCK HANDLER	1

**Facility Services Schedule - 30 Increment  
2009-2010**

2009-10 Exp	Pay Grades								
	1	2	3	4	5	6	7	8	9
0	\$9.15	\$9.86	\$10.64	\$11.50	\$12.64	\$14.54	\$15.99	\$19.51	\$21.46
1	9.33	10.06	10.85	11.73	12.89	14.83	16.31	19.90	21.89
2	9.51	10.26	11.06	11.96	13.14	15.12	16.63	20.29	22.32
3	9.69	10.46	11.27	12.19	13.39	15.41	16.95	20.68	22.75
4	9.87	10.66	11.48	12.42	13.64	15.70	17.27	21.07	23.18
5	10.05	10.86	11.69	12.65	13.89	15.99	17.59	21.46	23.61
6	10.23	11.06	11.90	12.88	14.14	16.28	17.91	21.85	24.04
7	10.41	11.26	12.11	13.11	14.39	16.57	18.23	22.24	24.47
8	10.59	11.46	12.32	13.34	14.64	16.86	18.55	22.63	24.90
9	10.77	11.66	12.53	13.57	14.89	17.15	18.87	23.02	25.33
10	10.95	11.86	12.74	13.80	15.14	17.44	19.19	23.41	25.76
11	11.13	12.06	12.95	14.03	15.39	17.73	19.51	23.80	26.19
12	11.31	12.26	13.16	14.26	15.64	18.02	19.83	24.19	26.62
13	11.19	12.46	13.37	14.49	15.89	18.31	20.15	24.58	27.05
14	11.67	12.66	13.58	14.72	16.14	18.60	20.47	24.97	27.48
15	11.85	12.80	13.82	14.93	16.42	18.88	20.77	25.34	27.87
16	12.03	13.00	14.03	15.16	16.67	19.17	21.09	25.73	28.30
17	12.21	13.20	14.24	15.39	16.92	19.46	21.41	26.12	28.73
18	12.39	13.40	14.45	15.62	17.17	19.75	21.73	26.51	29.16
19	12.57	13.60	14.66	15.85	17.42	20.04	22.05	26.90	29.59
20	12.75	13.80	14.87	16.08	17.67	20.33	22.37	27.29	30.02
21	12.93	14.00	15.08	16.31	17.92	20.62	22.69	27.68	30.45
22	13.11	14.20	15.29	16.54	18.17	20.91	23.01	28.07	30.88
23	13.29	14.40	15.50	16.77	18.42	21.20	23.33	28.46	31.31
24	13.47	14.60	15.71	17.00	18.67	21.49	23.65	28.85	31.74
25	13.65	14.80	15.92	17.23	18.92	21.78	23.97	29.24	32.17
26	13.83	15.00	16.13	17.46	19.17	22.07	24.29	29.63	32.60
27	14.01	15.20	16.34	17.69	19.42	22.36	24.61	30.02	33.03
28	14.19	15.40	16.55	17.92	19.67	22.65	24.93	30.41	33.46
29	14.37	15.60	16.76	18.15	19.92	22.94	25.25	30.80	33.89
30	14.58	15.74	17.00	18.36	20.20	23.22	25.55	31.17	34.28

Facilities Services Personnel not on the salary schedule will receive a 4.0% salary increase for the 2009 - 2010 school year.

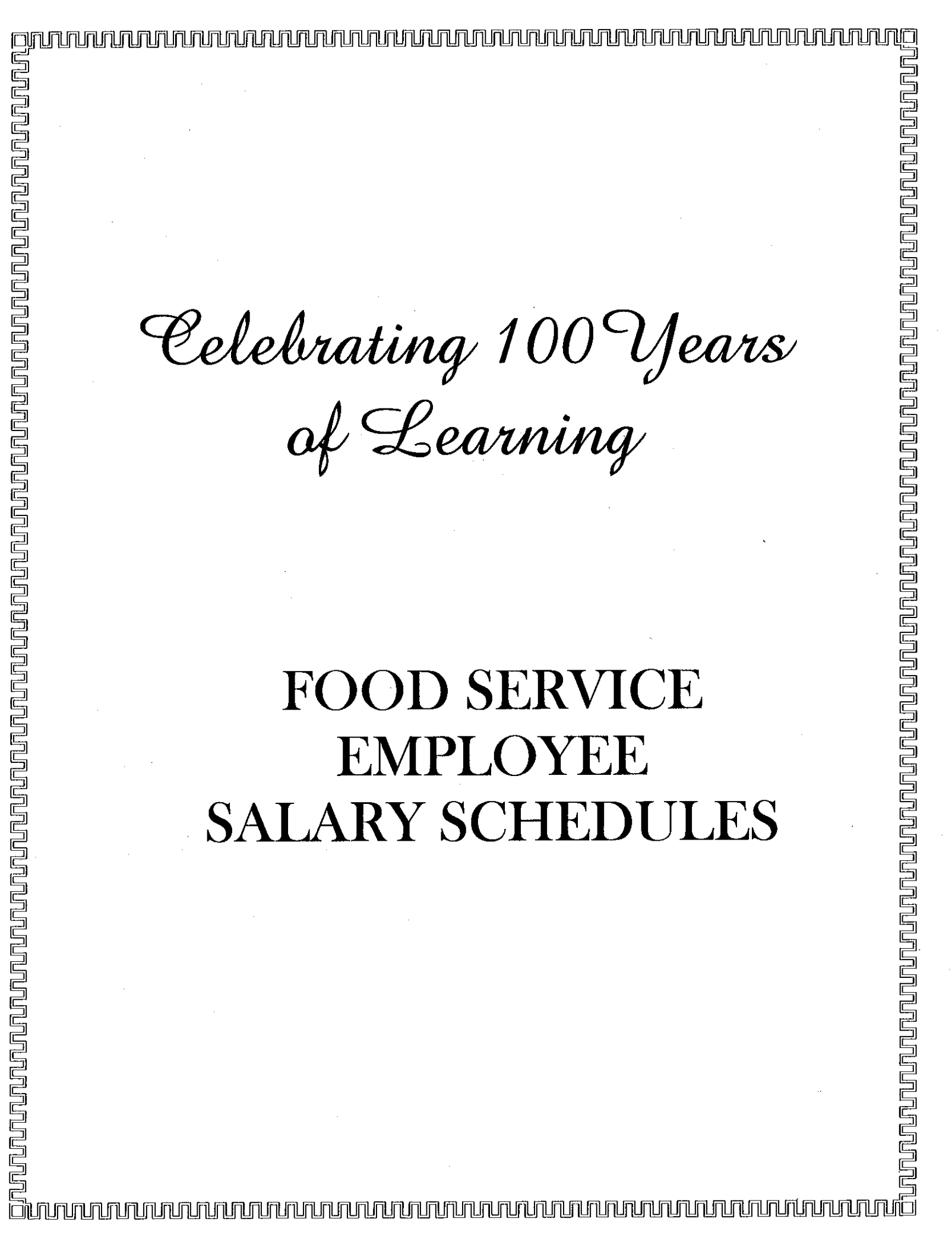
This schedule applies to the 2009 - 2010 school year only

**IRVING ISD SEASONAL & PART-TIME CLASSIFIED EMPLOYMENT RATES  
2009 - 2010**

<b>BEGINNING RATE</b>	\$7.47 per hour
<b>IISD EXPERIENCED RATE</b>	\$8.67 per hour
<b>MAXIMUM RATE</b>	\$9.34 per hour
<b>SUBSTITUTE CUSTODIANS</b>	\$8.21 per hour

Seasonal and part-time personnel employed for the first time will be paid at the beginning rate unless special skills are required. A higher rate may be approved for skilled individuals by the Director of Facilities and the Assistant Superintendent for Personnel and Administration.

**This schedule applies to the 2009-2010 school year only.**

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**FOOD SERVICE  
EMPLOYEE  
SALARY SCHEDULES**



# IRVING INDEPENDENT SCHOOL DISTRICT

## FOOD SERVICE DEPARTMENT

### JOB CLASSIFICATIONS

<u>POSITION</u>	<u>PAY GRADE</u>
CATERING TECHNICIAN	1
TECHNICIAN-1	1
TECHNICIAN-2	1
TECHNICIAN-3	1
TRAINING MANAGER	2
CATERING MANAGER	3
MANAGER – EARLY CHILDHOOD	3
MANAGER – ELEMENTARY	4
MANAGER – MIDDLE SCHOOL	5
MANAGER – HIGH SCHOOL	6
SUPERVISOR – 200 OR 230 DAYS	EXEMPT

**Food Service Schedule - 30 Increment  
2009-2010**

09-10	Pay Grades					
Exp	1	2	3	4	5	6
0	\$9.50	\$10.92	\$12.56	\$14.00	\$15.78	\$18.16
1	9.62	11.06	12.72	14.18	15.97	18.37
2	9.74	11.20	12.88	14.36	16.16	18.58
3	9.86	11.34	13.04	14.54	16.35	18.79
4	9.98	11.45	13.20	14.72	16.54	19.00
5	10.10	11.62	13.36	14.90	16.73	19.21
6	10.22	11.76	13.52	15.08	16.92	19.42
7	10.34	11.90	13.68	15.26	17.11	19.63
8	10.46	12.04	13.84	15.44	17.30	19.84
9	10.58	12.18	14.00	15.62	17.49	20.05
10	10.70	12.32	14.16	15.80	17.68	20.26
11	10.82	12.46	14.32	15.98	17.87	20.47
12	10.94	12.60	14.48	16.16	18.06	20.68
13	11.06	12.74	14.64	16.34	18.25	20.89
14	11.18	12.88	14.80	16.52	18.44	21.10
15	11.30	13.00	14.95	16.74	18.57	21.36
16	11.42	13.14	15.11	16.92	18.76	21.57
17	11.54	13.28	15.27	17.10	18.95	21.78
18	11.66	13.42	15.43	17.28	19.14	21.99
19	11.78	13.56	15.59	17.46	19.33	22.20
20	11.90	13.70	15.75	17.64	19.52	22.41
21	12.02	13.84	15.91	17.82	19.71	22.62
22	12.14	13.98	16.07	18.00	19.90	22.83
23	12.26	14.12	16.23	18.18	20.09	23.04
24	12.38	14.26	16.39	18.36	20.28	23.25
25	12.50	14.40	16.55	18.54	20.47	23.46
26	12.62	14.54	16.71	18.72	20.66	23.67
27	12.74	14.68	16.87	18.90	20.85	23.88
28	12.86	14.82	17.03	19.08	21.04	24.09
29	12.98	14.96	17.19	19.26	21.23	24.30
30	13.11	15.08	17.34	19.49	21.36	24.56

**Hourly rate adjustments:**

Ele. Sch. Cafeteria Managers offering breakfast in the classroom - \$ .50/hour  
I.H.S. Manager - satellite meals to 3 off-campus sites - \$1.00/hour

**Supervisors/Cafeteria Managers with an earned degree in a related field, i.e. General Business, Management, Hotel/Restaurant Management or Nutrition:**

Associates Degree - Additional \$1,250      Bachelors Degree - Additional \$2, 250

**Food Service Personnel not on the salary schedule will receive a 4.0% salary increase for the 2009 - 2010 school year only.**

**This schedule applies to the 2009 - 2010 school year only.**

**Food Service Schedule  
2009 -2010**

**EXEMPT EMPLOYEES**

SUPERVISOR: 200 days annually	\$45,052
SUPERVISOR: 230 days annually	\$51,810

**Supplemental Duty**

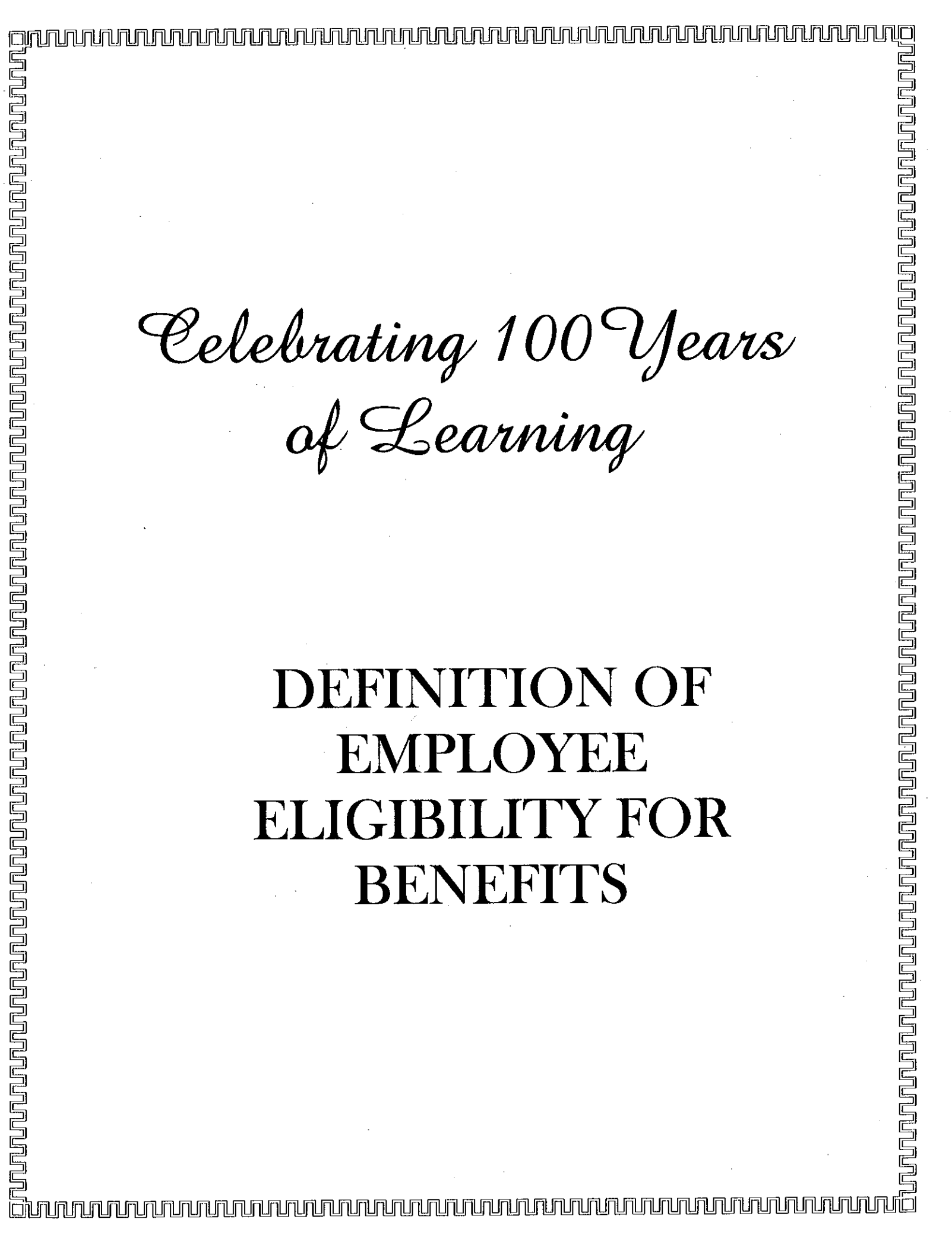
Summer Feeding Program Supervisor	\$ 24.83 /hr.
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**SUBSTITUTES**

Regular / Retired	\$ 10.30 /hr.
Retired Manager	\$ 11.85 /hr.
Retired Supervisor	\$ 16.04 /hr.

**This schedule applies to the 2009 - 2010 school year only.**



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*Celebrating 100 Years  
of Learning*

**DEFINITION OF  
EMPLOYEE  
ELIGIBILITY FOR  
BENEFITS**



# **IRVING INDEPENDENT SCHOOL DISTRICT**

## **DEFINITION OF EMPLOYEE ELIGIBILITY FOR BENEFITS 2009-2010**

To be eligible for benefits (paid insurance and paid leave), an employee must work on at least a one-half time basis or four hours per day and/or twenty hours per week in a position authorized within the budget as an ongoing position. Seasonal, substitute, or temporary positions do not qualify as being eligible for benefits.

Employees who continue to work on at least a half-time basis while drawing a retirement annuity from TRS are eligible for the district-provided In-Hospital Indemnity program and corresponding life insurance and all voluntary benefits.