

Elgin Independent School District

2009-2010 Salary Schedules

Note: These salary scales represent:

- 1) \$1000 added annually to all positions (professional and paraprofessional)
- 2) \$1127.27 added annually to all professional positions (This figure was calculated using the TASB formula below)

calculate the total amount to be spent: $\$60 \times 4960 \text{ WADA} = \$297,600$

calculate the dollar amount per eligible employee: $\$297,600 / 264 = \1127.27

- 3) The \$1127.27 portion of this salary scale is contingent upon the commissioners determination that federal stimulus funds received under ARRA may be used for salary increases.

Approved by the EISD School Board on July 20, 2009.

Elgin ISD			
2009-2010 Teacher, Nurse, Librarian and Counselor Salary Scale			
Step	State Minimum	Daily Rate	Annual Salary
0	\$27,320	\$212.419	\$39,722
1	\$27,910	\$215.627	\$40,322
2	\$28,490	\$218.782	\$40,912
3	\$29,080	\$221.991	\$41,512
4	\$30,320	\$225.306	\$42,132
5	\$31,560	\$228.568	\$42,742
6	\$32,800	\$231.884	\$43,362
7	\$33,950	\$235.092	\$43,962
8	\$35,040	\$238.408	\$44,582
9	\$36,070	\$241.616	\$45,182
10	\$37,040	\$244.878	\$45,792
11	\$37,960	\$248.087	\$46,392
12	\$38,840	\$251.349	\$47,002
13	\$39,650	\$254.611	\$47,612
14	\$40,430	\$257.766	\$48,202
15	\$41,160	\$260.975	\$48,802
16	\$41,860	\$265.360	\$49,622
17	\$42,510	\$268.140	\$50,142
18	\$43,130	\$272.686	\$50,992
19	\$43,720	\$273.755	\$51,192
20	\$44,270	\$276.911	\$51,782
21		\$279.852	\$52,332
22		\$282.793	\$52,882
23		\$285.734	\$53,432
24		\$288.675	\$53,982
25		\$291.616	\$54,532

Teachers = 187 Days
 Nurse = 187 Days
 Librarian = 197 Days
 Elementary Counselor = 197 Days
 MS Counselor = 213 Days
 HS Counselor = 226 Days

Step 0 = Minimum Salary
 Step 12 = Mid-Point Salary
 Step 25 = Maximum Salary

Future salaries cannot be predicted based upon the salary schedule. Raises are based upon available funding.

*Teachers, Librarians & Counselors with Masters add \$1,500
 *Teachers, Librarians, & Counselors with Doctorate add \$2000

Not all daily rate variations are shown.
 Daily Rate x # of days + additional stipend = Annual Salary

Professional employees are not eligible for compensatory time.

*Employees may only receive one professional degree stipend.

Elgin ISD				
2009-2010 Special Education Assessment Salary Scale				
Step	Speech Therapist		LSSP Diagnostician	
	197 Days		197 Days	
	Daily Rate	Annual Salary	Daily Rate	Annual Salary
0	\$212.419	\$41,847	\$230.509	\$45,410
1	\$215.627	\$42,479	\$234.402	\$46,177
2	\$218.782	\$43,100	\$238.291	\$46,943
3	\$221.991	\$43,732	\$242.184	\$47,710
4	\$225.306	\$44,385	\$246.078	\$48,477
5	\$228.562	\$45,027	\$249.971	\$49,244
6	\$231.884	\$45,681	\$253.864	\$50,011
7	\$235.092	\$46,313	\$257.753	\$50,777
8	\$238.408	\$46,966	\$261.646	\$51,544
9	\$241.616	\$47,598	\$265.539	\$52,311
10	\$244.878	\$48,241	\$269.433	\$53,078
11	\$248.087	\$48,873	\$273.326	\$53,845
12	\$251.349	\$49,516	\$277.215	\$54,611
13	\$254.611	\$50,158	\$281.108	\$55,378
14	\$257.766	\$50,780	\$285.001	\$56,145
15	\$260.975	\$51,412	\$288.895	\$56,912
16	\$265.360	\$52,276	\$292.788	\$57,679
17	\$268.140	\$52,824	\$296.676	\$58,445
18	\$272.686	\$53,719	\$300.570	\$59,212
19	\$273.755	\$53,930	\$304.463	\$59,979
20	\$276.911	\$54,551	\$308.357	\$60,746
21	\$279.852	\$55,131	\$312.250	\$61,513
22	\$282.793	\$55,710	\$316.138	\$62,279
23	\$285.734	\$56,290	\$320.032	\$63,046
24	\$288.675	\$56,869	\$323.925	\$63,813
25	\$291.616	\$57,448	\$327.819	\$64,580

Step 0 = Minimum Salary
Step 12 = Mid-Point Salary
Step 25 = Maximum Salary

Future salaries cannot be predicted based upon the salary schedule. Raises are based upon available funding.

*Speech Therapist with Masters add \$1500.
*Speech Therapist with Doctorate add \$2000.

Professional employees are not eligible for compensatory time.

*Employees may only receive one professional degree stipend.

Elgin ISD		
2009-2010 Substitute Salary Scale		
	Daily Rate	Long Term Daily Rate (begins on 21st consecutive day)
HS Diploma or GED	\$75.00	\$80.00
Associate Degree or Equivalent	\$80.00	\$85.00
Bachelors Degree or Equivalent	\$85.00	\$90.00
Texas Certified Teacher	\$90.00	\$95.00

Future salaries cannot be predicted based upon the salary schedule. Raises are based upon available funding.

Daily rate based on 8 duty hours per day.

Elgin ISD 2009-2010 Clerical Salary Scale												
	Classroom Aide Library Aide		Receptionist		Counselor's Secretary AP's Secretary Leave Coordinator		Secretary		Administrative Assistant		Superintendent's Secretary	
	183 Days		221 Days		213 Days		221 Days		226 Days		226 Days	
Step	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
0	\$11.14	\$89.13	\$11.16	\$89.25	\$11.21	\$89.68	\$12.80	\$102.41	\$13.97	\$111.73	\$16.75	\$134.01
1	\$11.28	\$90.28	\$11.37	\$90.98	\$11.43	\$91.41	\$13.06	\$104.47	\$14.30	\$114.43	\$17.23	\$137.87
2	\$11.43	\$91.43	\$11.59	\$92.71	\$11.64	\$93.14	\$13.32	\$106.53	\$14.64	\$117.13	\$17.72	\$141.73
3	\$11.57	\$92.59	\$11.81	\$94.44	\$11.86	\$94.87	\$13.57	\$108.59	\$14.98	\$119.83	\$18.20	\$145.59
4	\$11.72	\$93.74	\$12.02	\$96.17	\$12.07	\$96.60	\$13.83	\$110.65	\$15.32	\$122.53	\$18.68	\$149.45
5	\$11.86	\$94.90	\$12.24	\$97.90	\$12.29	\$98.33	\$14.09	\$112.71	\$15.65	\$125.23	\$19.16	\$153.30
6	\$12.01	\$96.05	\$12.45	\$99.63	\$12.51	\$100.06	\$14.35	\$114.77	\$15.99	\$127.93	\$19.65	\$157.16
7	\$12.15	\$97.20	\$12.67	\$101.36	\$12.72	\$101.79	\$14.60	\$116.83	\$16.33	\$130.63	\$20.13	\$161.02
8	\$12.29	\$98.36	\$12.89	\$103.09	\$12.94	\$103.52	\$14.86	\$118.89	\$16.67	\$133.33	\$20.61	\$164.88
9	\$12.44	\$99.51	\$13.10	\$104.82	\$13.16	\$105.25	\$15.12	\$120.95	\$17.00	\$136.03	\$21.09	\$168.74
10	\$12.58	\$100.67	\$13.32	\$106.55	\$13.37	\$106.98	\$15.38	\$123.01	\$17.34	\$138.73	\$21.57	\$172.60
11	\$12.73	\$101.82	\$13.54	\$108.28	\$13.59	\$108.71	\$15.63	\$125.07	\$17.68	\$141.43	\$22.06	\$176.46
12	\$12.87	\$102.97	\$13.75	\$110.01	\$13.80	\$110.44	\$15.89	\$127.13	\$18.02	\$144.13	\$22.54	\$180.32
13	\$13.02	\$104.13	\$13.97	\$111.74	\$14.02	\$112.17	\$16.15	\$129.19	\$18.35	\$146.83	\$23.02	\$184.18
14	\$13.16	\$105.28	\$14.18	\$113.47	\$14.24	\$113.90	\$16.41	\$131.25	\$18.69	\$149.53	\$23.50	\$188.04
15	\$13.30	\$106.44	\$14.40	\$115.20	\$14.45	\$115.63	\$16.66	\$133.31	\$19.03	\$152.23	\$23.99	\$191.89
16	\$13.45	\$107.59	\$14.62	\$116.93	\$14.67	\$117.36	\$16.92	\$135.37	\$19.37	\$154.93	\$24.47	\$195.75
17	\$13.59	\$108.74	\$14.83	\$118.66	\$14.89	\$119.09	\$17.18	\$137.43	\$19.70	\$157.63	\$24.95	\$199.61
18	\$13.74	\$109.90	\$15.05	\$120.39	\$15.10	\$120.82	\$17.44	\$139.49	\$20.04	\$160.33	\$25.43	\$203.47
19	\$13.88	\$111.05	\$15.27	\$122.12	\$15.32	\$122.55	\$17.69	\$141.55	\$20.38	\$163.03	\$25.92	\$207.33
20	\$14.03	\$112.21	\$15.48	\$123.85	\$15.53	\$124.28	\$17.95	\$143.61	\$20.72	\$165.73	\$26.40	\$211.19
21	\$14.17	\$113.36	\$15.70	\$125.58	\$15.75	\$126.01	\$18.21	\$145.67	\$21.05	\$168.43	\$26.88	\$215.05
22	\$14.31	\$114.51	\$15.91	\$127.31	\$15.97	\$127.74	\$18.47	\$147.73	\$21.39	\$171.13	\$27.36	\$218.91
23	\$14.46	\$115.67	\$16.13	\$129.04	\$16.18	\$129.47	\$18.72	\$149.79	\$21.73	\$173.83	\$27.85	\$222.77
24	\$14.60	\$116.82	\$16.35	\$130.77	\$16.40	\$131.20	\$18.98	\$151.85	\$22.07	\$176.53	\$28.33	\$226.63
25	\$14.75	\$117.98	\$16.56	\$132.50	\$16.62	\$132.93	\$19.24	\$153.91	\$22.40	\$179.23	\$28.81	\$230.48

Step 0 = Minimum Salary
 Step 12 = Mid-Point Salary
 Step 25 = Mid-Point Salary
 Steps do not necessarily equal years of service.

Future salaries cannot be predicted based upon the salary scale.
 Raises are based upon available funding.

Daily rate based on 8 duty hours per day.

Elgin ISD									
2009-2010 Technology Salary Scale									
	Instructional Technology Director		Network Administrator		Network Administrator Assistant		Technology Assistant		
	226 Days		226 Days		226 Days		226 Days		
Step	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	
0	\$225.152	\$50,884	\$205.793	\$46,509	\$119.469	\$27,000	\$102.058	\$23,065	
1	\$232.532	\$52,552	\$210.403	\$47,551	\$121.681	\$27,500	\$104.118	\$23,531	
2	\$239.912	\$54,220	\$215.014	\$48,593	\$123.894	\$28,000	\$106.178	\$23,996	
3	\$247.292	\$55,888	\$219.624	\$49,635	\$126.106	\$28,500	\$108.238	\$24,462	
4	\$254.672	\$57,556	\$224.234	\$50,677	\$128.319	\$29,000	\$110.298	\$24,927	
5	\$262.052	\$59,224	\$228.845	\$51,719	\$130.531	\$29,500	\$112.358	\$25,393	
6	\$269.432	\$60,892	\$233.455	\$52,761	\$132.743	\$30,000	\$114.418	\$25,858	
7	\$276.812	\$62,559	\$238.065	\$53,803	\$134.956	\$30,500	\$116.478	\$26,324	
8	\$284.192	\$64,227	\$242.675	\$54,845	\$137.168	\$31,000	\$118.538	\$26,789	
9	\$291.572	\$65,895	\$247.286	\$55,887	\$139.381	\$31,500	\$120.598	\$27,255	
10	\$298.952	\$67,563	\$251.896	\$56,928	\$141.593	\$32,000	\$122.658	\$27,721	
11	\$306.332	\$69,231	\$256.506	\$57,970	\$143.805	\$32,500	\$124.718	\$28,186	
12	\$313.712	\$70,899	\$261.116	\$59,012	\$146.018	\$33,000	\$126.778	\$28,652	
13	\$321.092	\$72,567	\$265.727	\$60,054	\$148.230	\$33,500	\$128.838	\$29,117	
14	\$328.472	\$74,235	\$270.337	\$61,096	\$150.442	\$34,000	\$130.898	\$29,583	
15	\$335.852	\$75,902	\$274.947	\$62,138	\$152.655	\$34,500	\$132.958	\$30,048	
16	\$343.232	\$77,570	\$279.557	\$63,180	\$154.867	\$35,000	\$135.018	\$30,514	
17	\$350.612	\$79,238	\$284.168	\$64,222	\$157.080	\$35,500	\$137.078	\$30,980	
18	\$357.992	\$80,906	\$288.778	\$65,264	\$159.292	\$36,000	\$139.138	\$31,445	
19	\$365.372	\$82,574	\$293.388	\$66,306	\$161.504	\$36,500	\$141.198	\$31,911	
20	\$372.752	\$84,242	\$297.999	\$67,348	\$163.717	\$37,000	\$143.258	\$32,376	
21	\$380.132	\$85,910	\$302.609	\$68,390	\$165.929	\$37,500	\$145.318	\$32,842	
22	\$387.512	\$87,578	\$307.219	\$69,432	\$168.142	\$38,000	\$147.378	\$33,307	
23	\$394.892	\$89,246	\$311.829	\$70,473	\$170.354	\$38,500	\$149.438	\$33,773	
24	\$402.272	\$90,913	\$316.440	\$71,515	\$172.566	\$39,000	\$151.498	\$34,238	
25	\$409.652	\$92,581	\$321.050	\$72,557	\$174.779	\$39,500	\$153.558	\$34,704	

Step 0 = Minimum Salary
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Step 25 = Maximum Salary
Steps do not necessarily equal years of service.

Future salaries cannot be predicted based upon the salary schedule.
Raises are based upon available funding.
Daily rate based on 8 duty hours per day.
Professional employees are not eligible for compensatory time.

Elgin ISD														
2009-2010 Campus Administration Salary Scale														
	Elementary Assistant 207 Days		Middle School Assistant Special Education Administrator* 217 Days		High School Assistant Guidance Director 217 Days		HS Vice Principal PHS & DAEP Administrators 226 Days		Elementary Principal 217 Days		Middle School Principal 226 Days		High School Principal 226 Days	
	Step	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate	Annual Salary	Daily Rate
0	\$253.876	\$52,552	\$265.218	\$57,552	\$271.218	\$58,854	\$278.656	\$62,976	\$288.259	\$62,552	\$298.904	\$67,552	\$306.904	\$69,360
1	\$257.901	\$53,386	\$269.058	\$58,386	\$275.058	\$59,688	\$282.343	\$63,810	\$292.100	\$63,386	\$302.591	\$68,386	\$310.591	\$70,194
2	\$261.927	\$54,219	\$272.898	\$59,219	\$278.898	\$60,521	\$286.031	\$64,643	\$295.940	\$64,219	\$306.278	\$69,219	\$314.278	\$71,027
3	\$265.953	\$55,052	\$276.739	\$60,052	\$282.739	\$61,354	\$289.718	\$65,476	\$299.780	\$65,052	\$309.966	\$70,052	\$317.966	\$71,860
4	\$269.979	\$55,886	\$280.579	\$60,886	\$286.579	\$62,188	\$293.405	\$66,310	\$303.620	\$65,886	\$313.653	\$70,886	\$321.653	\$72,694
5	\$274.005	\$56,719	\$284.419	\$61,719	\$290.419	\$63,021	\$297.093	\$67,143	\$307.461	\$66,719	\$317.340	\$71,719	\$325.340	\$73,527
6	\$278.030	\$57,552	\$288.259	\$62,552	\$294.259	\$63,854	\$300.780	\$67,976	\$311.301	\$67,552	\$321.028	\$72,552	\$329.028	\$74,360
7	\$282.056	\$58,386	\$292.100	\$63,386	\$298.100	\$64,688	\$304.467	\$68,810	\$315.141	\$68,386	\$324.715	\$73,386	\$332.715	\$75,194
8	\$286.082	\$59,219	\$295.940	\$64,219	\$301.940	\$65,521	\$308.155	\$69,643	\$318.981	\$69,219	\$328.402	\$74,219	\$336.402	\$76,027
9	\$290.108	\$60,052	\$299.780	\$65,052	\$305.780	\$66,354	\$311.842	\$70,476	\$322.822	\$70,052	\$332.090	\$75,052	\$340.090	\$76,860
10	\$294.133	\$60,886	\$303.620	\$65,886	\$309.620	\$67,188	\$315.529	\$71,310	\$326.662	\$70,886	\$335.777	\$75,886	\$343.777	\$77,694
11	\$298.159	\$61,719	\$307.461	\$66,719	\$313.461	\$68,021	\$319.217	\$72,143	\$330.502	\$71,719	\$339.464	\$76,719	\$347.464	\$78,527
12	\$302.185	\$62,552	\$311.301	\$67,552	\$317.301	\$68,854	\$322.904	\$72,976	\$334.342	\$72,552	\$343.152	\$77,552	\$351.152	\$79,360
13	\$306.211	\$63,386	\$315.141	\$68,386	\$321.141	\$69,688	\$326.591	\$73,810	\$338.182	\$73,386	\$346.839	\$78,386	\$354.839	\$80,194
14	\$310.236	\$64,219	\$318.981	\$69,219	\$324.981	\$70,521	\$330.278	\$74,643	\$342.023	\$74,219	\$350.526	\$79,219	\$358.526	\$81,027
15	\$314.262	\$65,052	\$322.821	\$70,052	\$328.821	\$71,354	\$333.966	\$75,476	\$345.863	\$75,052	\$354.214	\$80,052	\$362.214	\$81,860
16	\$318.288	\$65,886	\$326.662	\$70,886	\$332.662	\$72,188	\$337.653	\$76,310	\$349.703	\$75,886	\$357.901	\$80,886	\$365.901	\$82,694
17	\$322.314	\$66,719	\$330.502	\$71,719	\$336.502	\$73,021	\$341.340	\$77,143	\$353.543	\$76,719	\$361.588	\$81,719	\$369.588	\$83,527
18	\$326.339	\$67,552	\$334.342	\$72,552	\$340.342	\$73,854	\$345.028	\$77,976	\$357.384	\$77,552	\$365.276	\$82,552	\$373.276	\$84,360
19	\$330.365	\$68,386	\$338.182	\$73,386	\$344.182	\$74,688	\$348.715	\$78,810	\$361.224	\$78,386	\$368.963	\$83,386	\$376.963	\$85,194
20	\$334.391	\$69,219	\$342.023	\$74,219	\$348.023	\$75,521	\$352.402	\$79,643	\$365.064	\$79,219	\$372.650	\$84,219	\$380.650	\$86,027
21	\$338.417	\$70,052	\$345.863	\$75,052	\$351.863	\$76,354	\$356.090	\$80,476	\$368.904	\$80,052	\$376.337	\$85,052	\$384.337	\$86,860
22	\$342.442	\$70,886	\$349.703	\$75,886	\$355.703	\$77,188	\$359.777	\$81,310	\$372.745	\$80,886	\$380.025	\$85,886	\$388.025	\$87,694
23	\$346.468	\$71,719	\$353.543	\$76,719	\$359.543	\$78,021	\$363.464	\$82,143	\$376.585	\$81,719	\$383.712	\$86,719	\$391.712	\$88,527
24	\$350.494	\$72,552	\$357.384	\$77,552	\$363.384	\$78,854	\$367.152	\$82,976	\$380.425	\$82,552	\$387.399	\$87,552	\$395.399	\$89,360
25	\$354.520	\$73,386	\$361.224	\$78,386	\$367.224	\$79,688	\$370.839	\$83,810	\$384.265	\$83,386	\$391.087	\$88,386	\$399.087	\$90,194

Step 0 = Minimum Salary

Step 12 = Mid-Point Salary

Step 25 = Maximum Salary

Steps are not equivalent to years of service.

Future salaries cannot be predicted based upon the salary schedule.

Raises are based upon available funding.

*Denotes position funded through Federal Stimulus monies

Professional employees are not eligible for compensatory time.

Elgin ISD		
2009-2010 Athletic Director Salary Scale		
226 Days		
Step	Daily Rate	Annual Salary
0	\$276.819	\$62,561
1	\$282.119	\$63,759
2	\$287.419	\$64,957
3	\$292.719	\$66,154
4	\$298.019	\$67,352
5	\$303.319	\$68,550
6	\$308.619	\$69,748
7	\$313.919	\$70,946
8	\$319.219	\$72,143
9	\$324.519	\$73,341
10	\$329.819	\$74,539
11	\$335.119	\$75,737
12	\$340.419	\$76,935
13	\$345.719	\$78,132
14	\$351.019	\$79,330
15	\$356.319	\$80,528
16	\$361.619	\$81,726
17	\$366.919	\$82,924
18	\$372.219	\$84,121
19	\$377.519	\$85,319
20	\$382.819	\$86,517
21	\$388.119	\$87,715
22	\$393.419	\$88,913
23	\$398.719	\$90,110
24	\$404.019	\$91,308
25	\$409.319	\$92,506

Step 0 = Minimum Salary
 Step 12 = Mid-Point Salary
 Step 25 = Maximum Salary
 Steps do not necessarily equal years of service.

Future salaries cannot be predicted based upon the salary schedule.
 Raises are based upon available funding

Professional employees are not eligible for compensatory time.

Elgin ISD				
2009-2010			Central	
Administration Salary Scale				
	Assessment & Accountability Special Education Director Human Resource Director Technology Exec Director*		Assistant Superintendent	
	226 days		226 Days	
Step	Daily Rate	Annual Salary	Daily Rate	Annual Salary
0	\$321.028	\$72,552	\$343.152	\$77,552
1	\$324.715	\$73,386	\$348.284	\$78,712
2	\$328.402	\$74,219	\$353.417	\$79,872
3	\$332.090	\$75,052	\$358.550	\$81,032
4	\$335.777	\$75,886	\$363.683	\$82,192
5	\$339.464	\$76,719	\$368.815	\$83,352
6	\$343.152	\$77,552	\$373.948	\$84,512
7	\$346.839	\$78,386	\$379.081	\$85,672
8	\$350.526	\$79,219	\$384.214	\$86,832
9	\$354.214	\$80,052	\$389.346	\$87,992
10	\$357.901	\$80,886	\$394.479	\$89,152
11	\$361.588	\$81,719	\$399.612	\$90,312
12	\$365.276	\$82,552	\$404.745	\$91,472
13	\$368.963	\$83,386	\$409.877	\$92,632
14	\$372.650	\$84,219	\$415.010	\$93,792
15	\$376.337	\$85,052	\$420.143	\$94,952
16	\$380.025	\$85,886	\$425.276	\$96,112
17	\$383.712	\$86,719	\$430.408	\$97,272
18	\$387.399	\$87,552	\$435.541	\$98,432
19	\$391.087	\$88,386	\$440.674	\$99,592
20	\$394.774	\$89,219	\$445.807	\$100,752
21	\$398.461	\$90,052	\$450.939	\$101,912
22	\$402.149	\$90,886	\$456.072	\$103,072
23	\$405.836	\$91,719	\$461.205	\$104,232
24	\$409.523	\$92,552	\$466.337	\$105,392
25	\$413.211	\$93,386	\$471.470	\$106,552

Step 0 = Minimum Salary
 Step 12 = Mid-Point Salary
 Step 25 = Maximum Salary
 Steps are not equivalent to years of service.

Future salaries cannot be predicted based upon the salary schedule.
 Raises are based upon available funding.

Professional employees are not eligible for compensatory time.

*Denotes position funded through Federal Stimulus monies

Elgin ISD										
2009-2010 Business Salary Scale										
Step	Registrar		Accounts Payable Sp. Benefits / Payroll Sp.		Payroll / Benefits Coordinator		Accounting Specialist		PEIMS Director	
	207 Days		226 / 237 Days		237 Days		237 Days		226 Days	
	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
0	\$12.94	\$103.48	\$13.88	\$111.00	\$16.75	\$134.01	\$19.63	\$157.02	\$19.72	\$157.74
1	\$13.19	\$105.54	\$14.21	\$113.70	\$17.23	\$137.87	\$20.11	\$160.88	\$20.20	\$161.60
2	\$13.45	\$107.60	\$14.55	\$116.40	\$17.72	\$141.73	\$20.59	\$164.74	\$20.68	\$165.46
3	\$13.71	\$109.66	\$14.89	\$119.10	\$18.20	\$145.59	\$21.07	\$168.60	\$21.16	\$169.32
4	\$13.97	\$111.72	\$15.23	\$121.80	\$18.68	\$149.45	\$21.56	\$172.45	\$21.65	\$173.18
5	\$14.22	\$113.78	\$15.56	\$124.50	\$19.16	\$153.30	\$22.04	\$176.31	\$22.13	\$177.03
6	\$14.48	\$115.84	\$15.90	\$127.20	\$19.65	\$157.16	\$22.52	\$180.17	\$22.61	\$180.89
7	\$14.74	\$117.90	\$16.24	\$129.90	\$20.13	\$161.02	\$23.00	\$184.03	\$23.09	\$184.75
8	\$15.00	\$119.96	\$16.58	\$132.60	\$20.61	\$164.88	\$23.49	\$187.89	\$23.58	\$188.61
9	\$15.25	\$122.02	\$16.91	\$135.30	\$21.09	\$168.74	\$23.97	\$191.75	\$24.06	\$192.47
10	\$15.51	\$124.08	\$17.25	\$138.00	\$21.57	\$172.60	\$24.45	\$195.61	\$24.54	\$196.33
11	\$15.77	\$126.14	\$17.59	\$140.70	\$22.06	\$176.46	\$24.93	\$199.47	\$25.02	\$200.19
12	\$16.03	\$128.20	\$17.93	\$143.40	\$22.54	\$180.32	\$25.42	\$203.33	\$25.51	\$204.05
13	\$16.28	\$130.26	\$18.26	\$146.10	\$23.02	\$184.18	\$25.90	\$207.19	\$25.99	\$207.91
14	\$16.54	\$132.32	\$18.60	\$148.80	\$23.50	\$188.04	\$26.38	\$211.04	\$26.47	\$211.77
15	\$16.80	\$134.38	\$18.94	\$151.50	\$23.99	\$191.89	\$26.86	\$214.90	\$26.95	\$215.62
16	\$17.06	\$136.44	\$19.28	\$154.20	\$24.47	\$195.75	\$27.35	\$218.76	\$27.44	\$219.48
17	\$17.31	\$138.50	\$19.61	\$156.90	\$24.95	\$199.61	\$27.83	\$222.62	\$27.92	\$223.34
18	\$17.57	\$140.56	\$19.95	\$159.60	\$25.43	\$203.47	\$28.31	\$226.48	\$28.40	\$227.20
19	\$17.83	\$142.62	\$20.29	\$162.30	\$25.92	\$207.33	\$28.79	\$230.34	\$28.88	\$231.06
20	\$18.09	\$144.68	\$20.63	\$165.00	\$26.40	\$211.19	\$29.27	\$234.20	\$29.36	\$234.92
21	\$18.34	\$146.74	\$20.96	\$167.70	\$26.88	\$215.05	\$29.76	\$238.06	\$29.85	\$238.78
22	\$18.60	\$148.80	\$21.30	\$170.40	\$27.36	\$218.91	\$30.24	\$241.92	\$30.33	\$242.64
23	\$18.86	\$150.86	\$21.64	\$173.10	\$27.85	\$222.77	\$30.72	\$245.78	\$30.81	\$246.50
24	\$19.12	\$152.92	\$21.98	\$175.80	\$28.33	\$226.63	\$31.20	\$249.63	\$31.29	\$250.36
25	\$19.37	\$154.98	\$22.31	\$178.50	\$28.81	\$230.48	\$31.69	\$253.49	\$31.78	\$254.21

Step 0 = Minimum Salary
 Step 12 = Mid-Point Salary
 Step 25 = Maximum Salary

Steps do not necessarily equal years of service.

Future salaries cannot be predicted based upon the above salary schedule.
 Raises are based upon available funding.

Daily rate based on 8 duty hours per day.

Elgin ISD						
2009-2010 Community Outreach & Education and Bilingual/Migrant Assistant Salary Scale						
	Comm. Outreach Aide		Bilingual/Migrant Assistant		Community Education Director	
	207 Days		226 Days		226 Days	
Step	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
0	\$9.44	\$75.56	\$11.01	\$88.10	\$16.94	\$135.55
1	\$9.59	\$76.76	\$11.23	\$89.83	\$17.36	\$138.91
2	\$9.74	\$77.96	\$11.44	\$91.56	\$17.78	\$142.27
3	\$9.89	\$79.16	\$11.66	\$93.29	\$18.20	\$145.63
4	\$10.04	\$80.36	\$11.88	\$95.02	\$18.62	\$148.99
5	\$10.19	\$81.56	\$12.09	\$96.75	\$19.04	\$152.35
6	\$10.34	\$82.76	\$12.31	\$98.48	\$19.46	\$155.71
7	\$10.49	\$83.96	\$12.53	\$100.21	\$19.88	\$159.07
8	\$10.64	\$85.16	\$12.74	\$101.94	\$20.30	\$162.43
9	\$10.79	\$86.36	\$12.96	\$103.67	\$20.72	\$165.79
10	\$10.94	\$87.56	\$13.17	\$105.40	\$21.14	\$169.15
11	\$11.09	\$88.76	\$13.39	\$107.13	\$21.56	\$172.51
12	\$11.24	\$89.96	\$13.61	\$108.86	\$21.98	\$175.87
13	\$11.39	\$91.16	\$13.82	\$110.59	\$22.40	\$179.23
14	\$11.54	\$92.36	\$14.04	\$112.32	\$22.82	\$182.59
15	\$11.69	\$93.56	\$14.26	\$114.05	\$23.24	\$185.95
16	\$11.84	\$94.76	\$14.47	\$115.78	\$23.66	\$189.31
17	\$11.99	\$95.96	\$14.69	\$117.51	\$24.08	\$192.67
18	\$12.14	\$97.16	\$14.90	\$119.24	\$24.50	\$196.03
19	\$12.29	\$98.36	\$15.12	\$120.97	\$24.92	\$199.39
20	\$12.44	\$99.56	\$15.34	\$122.70	\$25.34	\$202.75
21	\$12.59	\$100.76	\$15.55	\$124.43	\$25.76	\$206.11
22	\$12.74	\$101.96	\$15.77	\$126.16	\$26.18	\$209.47
23	\$12.89	\$103.16	\$15.99	\$127.89	\$26.60	\$212.83
24	\$13.04	\$104.36	\$16.20	\$129.62	\$27.02	\$216.19
25	\$13.19	\$105.56	\$16.42	\$131.35	\$27.44	\$219.55

Step 0 = Minimum Salary

Step 12 = Mid-Point Salary

Step 25 = Mid-Point Salary

Steps do not necessarily equal years of service.

Future salaries cannot be predicted based upon the salary scale.

Raises are based upon available funding.

Daily rate based upon 8 duty hours per day.

Elgin ISD																
2009-2010 Support Services Salary Scale																
Step	Director		HVAC		Senior Maintenance Senior Mechanic		Mechanic Skilled Maintenance		Bus Driver Dispatcher*		Custodial Supervisor		General Maintenance Worker Warehouseman		Bus Monitor** Crossing Guard*** Ground Worker Custodian	
	260 Days		260 Days		260 Days		260 Days		176 Days		260 Days		260 Days		260 Days	
	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate
0	\$211.424	\$54,970	\$16.57	\$132.57	\$15.12	\$120.98	\$14.68	\$117.46	\$12.87	\$102.99	\$10.18	\$81.46	\$9.68	\$77.46	\$9.06	\$72.47
1	\$213.664	\$55,553	\$16.95	\$135.57	\$15.50	\$124.02	\$14.92	\$119.36	\$13.11	\$104.90	\$10.43	\$83.46	\$9.92	\$79.36	\$9.23	\$73.82
2	\$215.904	\$56,135	\$17.32	\$138.57	\$15.88	\$127.06	\$15.16	\$121.26	\$13.35	\$106.80	\$10.68	\$85.46	\$10.16	\$81.26	\$9.40	\$75.18
3	\$218.144	\$56,717	\$17.70	\$141.57	\$16.26	\$130.10	\$15.40	\$123.16	\$13.59	\$108.70	\$10.93	\$87.46	\$10.40	\$83.16	\$9.57	\$76.53
4	\$220.384	\$57,300	\$18.07	\$144.57	\$16.64	\$133.14	\$15.63	\$125.07	\$13.82	\$110.60	\$11.18	\$89.46	\$10.63	\$85.07	\$9.74	\$77.89
5	\$222.624	\$57,882	\$18.45	\$147.57	\$17.02	\$136.18	\$15.87	\$126.97	\$14.06	\$112.50	\$11.43	\$91.46	\$10.87	\$86.97	\$9.90	\$79.24
6	\$224.864	\$58,465	\$18.82	\$150.57	\$17.40	\$139.22	\$16.11	\$128.87	\$14.30	\$114.40	\$11.68	\$93.46	\$11.11	\$88.87	\$10.07	\$80.59
7	\$227.104	\$59,047	\$19.20	\$153.57	\$17.78	\$142.26	\$16.35	\$130.77	\$14.54	\$116.30	\$11.93	\$95.46	\$11.35	\$90.77	\$10.24	\$81.95
8	\$229.344	\$59,629	\$19.57	\$156.57	\$18.16	\$145.30	\$16.58	\$132.67	\$14.78	\$118.20	\$12.18	\$97.46	\$11.58	\$92.67	\$10.41	\$83.30
9	\$231.584	\$60,212	\$19.95	\$159.57	\$18.54	\$148.34	\$16.82	\$134.57	\$15.01	\$120.10	\$12.43	\$99.46	\$11.82	\$94.57	\$10.58	\$84.66
10	\$233.824	\$60,794	\$20.32	\$162.57	\$18.92	\$151.38	\$17.06	\$136.47	\$15.25	\$122.00	\$12.68	\$101.46	\$12.06	\$96.47	\$10.75	\$86.01
11	\$236.064	\$61,377	\$20.70	\$165.57	\$19.30	\$154.42	\$17.30	\$138.37	\$15.49	\$123.91	\$12.93	\$103.46	\$12.30	\$98.37	\$10.92	\$87.36
12	\$238.304	\$61,959	\$21.07	\$168.57	\$19.68	\$157.46	\$17.53	\$140.27	\$15.73	\$125.81	\$13.18	\$105.46	\$12.53	\$100.27	\$11.09	\$88.72
13	\$240.544	\$62,541	\$21.45	\$171.57	\$20.06	\$160.50	\$17.77	\$142.17	\$15.96	\$127.71	\$13.43	\$107.46	\$12.77	\$102.17	\$11.26	\$90.07
14	\$242.784	\$63,124	\$21.82	\$174.57	\$20.44	\$163.54	\$18.01	\$144.08	\$16.20	\$129.61	\$13.68	\$109.46	\$13.01	\$104.08	\$11.43	\$91.43
15	\$245.024	\$63,706	\$22.20	\$177.57	\$20.82	\$166.58	\$18.25	\$145.98	\$16.44	\$131.51	\$13.93	\$111.46	\$13.25	\$105.98	\$11.60	\$92.78
16	\$247.264	\$64,289	\$22.57	\$180.57	\$21.20	\$169.62	\$18.48	\$147.88	\$16.68	\$133.41	\$14.18	\$113.46	\$13.48	\$107.88	\$11.77	\$94.13
17	\$249.504	\$64,871	\$22.95	\$183.57	\$21.58	\$172.66	\$18.72	\$149.78	\$16.91	\$135.31	\$14.43	\$115.46	\$13.72	\$109.78	\$11.94	\$95.49
18	\$251.744	\$65,453	\$23.32	\$186.57	\$21.96	\$175.70	\$18.96	\$151.68	\$17.15	\$137.21	\$14.68	\$117.46	\$13.96	\$111.68	\$12.11	\$96.84
19	\$253.984	\$66,036	\$23.70	\$189.57	\$22.34	\$178.74	\$19.20	\$153.58	\$17.39	\$139.11	\$14.93	\$119.46	\$14.20	\$113.58	\$12.27	\$98.20
20	\$256.224	\$66,618	\$24.07	\$192.57	\$22.72	\$181.78	\$19.44	\$155.48	\$17.63	\$141.01	\$15.18	\$121.46	\$14.44	\$115.48	\$12.44	\$99.55
21	\$258.464	\$67,201	\$24.45	\$195.57	\$23.10	\$184.82	\$19.67	\$157.38	\$17.86	\$142.92	\$15.43	\$123.46	\$14.67	\$117.38	\$12.61	\$100.90
22	\$260.704	\$67,783	\$24.82	\$198.57	\$23.48	\$187.86	\$19.91	\$159.28	\$18.10	\$144.82	\$15.68	\$125.46	\$14.91	\$119.28	\$12.78	\$102.26
23	\$262.944	\$68,365	\$25.20	\$201.57	\$23.86	\$190.90	\$20.15	\$161.18	\$18.34	\$146.72	\$15.93	\$127.46	\$15.15	\$121.18	\$12.95	\$103.61
24	\$265.184	\$68,948	\$25.57	\$204.57	\$24.24	\$193.94	\$20.39	\$163.09	\$18.58	\$148.62	\$16.18	\$129.46	\$15.39	\$123.09	\$13.12	\$104.97
25	\$267.424	\$69,530	\$25.95	\$207.57	\$24.62	\$196.98	\$20.62	\$164.99	\$18.81	\$150.52	\$16.43	\$131.46	\$15.62	\$124.99	\$13.29	\$106.32

Step 0 = Minimum Salary
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Future salaries cannot be predicted based upon the above salary schedule.
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 Daily rate based on 8 duty hours per day.
 Professional employees are not eligible for compensatory time.

*190 Days
 **176 Days
 ***175 Days

Elgin ISD											
2009-2010 Food Service Salary Scale											
	Director		Administrative Assistant		Manager		Assistant Manager		Service Worker		
	226 Days		226 Days		182 Days		182 Days		179 Days		
Step	Daily Rate	Annual Salary	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	Hourly Rate	Daily Rate	
0	\$208.42	\$47,102	\$13.97	\$111.73	\$11.90	\$95.19	\$10.40	\$83.19	\$9.68	\$77.46	
1	\$211.17	\$47,724	\$14.30	\$114.43	\$12.10	\$96.77	\$10.60	\$84.77	\$9.85	\$78.81	
2	\$213.92	\$48,345	\$14.64	\$117.13	\$12.29	\$98.36	\$10.79	\$86.36	\$10.02	\$80.17	
3	\$216.67	\$48,967	\$14.98	\$119.83	\$12.49	\$99.94	\$10.99	\$87.94	\$10.19	\$81.52	
4	\$219.42	\$49,588	\$15.32	\$122.53	\$12.69	\$101.52	\$11.19	\$89.52	\$10.36	\$82.87	
5	\$222.17	\$50,210	\$15.65	\$125.23	\$12.89	\$103.11	\$11.39	\$91.11	\$10.53	\$84.22	
6	\$224.92	\$50,831	\$15.99	\$127.93	\$13.09	\$104.69	\$11.59	\$92.69	\$10.70	\$85.57	
7	\$227.67	\$51,453	\$16.33	\$130.63	\$13.28	\$106.28	\$11.78	\$94.28	\$10.87	\$86.93	
8	\$230.42	\$52,074	\$16.67	\$133.33	\$13.48	\$107.86	\$11.98	\$95.86	\$11.03	\$88.28	
9	\$233.17	\$52,696	\$17.00	\$136.03	\$13.68	\$109.44	\$12.18	\$97.44	\$11.20	\$89.63	
10	\$235.92	\$53,317	\$17.34	\$138.73	\$13.88	\$111.03	\$12.38	\$99.03	\$11.37	\$90.98	
11	\$238.67	\$53,939	\$17.68	\$141.43	\$14.08	\$112.61	\$12.58	\$100.61	\$11.54	\$92.33	
12	\$241.42	\$54,560	\$18.02	\$144.13	\$14.27	\$114.20	\$12.77	\$102.20	\$11.71	\$93.69	
13	\$244.17	\$55,182	\$18.35	\$146.83	\$14.47	\$115.78	\$12.97	\$103.78	\$11.88	\$95.04	
14	\$246.92	\$55,803	\$18.69	\$149.53	\$14.67	\$117.36	\$13.17	\$105.36	\$12.05	\$96.39	
15	\$249.67	\$56,425	\$19.03	\$152.23	\$14.87	\$118.95	\$13.37	\$106.95	\$12.22	\$97.74	
16	\$252.42	\$57,046	\$19.37	\$154.93	\$15.07	\$120.53	\$13.57	\$108.53	\$12.39	\$99.09	
17	\$255.17	\$57,668	\$19.70	\$157.63	\$15.26	\$122.12	\$13.76	\$110.12	\$12.56	\$100.45	
18	\$257.92	\$58,289	\$20.04	\$160.33	\$15.46	\$123.70	\$13.96	\$111.70	\$12.72	\$101.80	
19	\$260.67	\$58,911	\$20.38	\$163.03	\$15.66	\$125.28	\$14.16	\$113.28	\$12.89	\$103.15	
20	\$263.42	\$59,532	\$20.72	\$165.73	\$15.86	\$126.87	\$14.36	\$114.87	\$13.06	\$104.50	
21	\$266.17	\$60,154	\$21.05	\$168.43	\$16.06	\$128.45	\$14.56	\$116.45	\$13.23	\$105.85	
22	\$268.92	\$60,775	\$21.39	\$171.13	\$16.25	\$130.04	\$14.75	\$118.04	\$13.40	\$107.21	
23	\$271.67	\$61,397	\$21.73	\$173.83	\$16.45	\$131.62	\$14.95	\$119.62	\$13.57	\$108.56	
24	\$274.42	\$62,018	\$22.07	\$176.53	\$16.65	\$133.20	\$15.15	\$121.20	\$13.74	\$109.91	
25	\$277.17	\$62,640	\$22.40	\$179.23	\$16.85	\$134.79	\$15.35	\$122.79	\$13.91	\$111.26	

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