
Weatherford Independent School District



2013-2014 Compensation Plan

Weatherford ISD

2013-2014 New Hire Salary Schedule for Classroom Teachers, Librarians, Nurses (RN)

Years Exp.	Bachelor's	Master's
0	\$43,243	\$44,243
1	\$44,243	\$45,243
2	\$45,443	\$46,443
3	\$45,443	\$46,443
4	\$45,753	\$46,753
5	\$46,053	\$47,053
6	\$46,353	\$47,353
7	\$46,663	\$47,663
8	\$47,063	\$48,063
9	\$47,463	\$48,463
10	\$47,873	\$48,873
11	\$48,273	\$49,273
12	\$48,683	\$49,683
13	\$49,083	\$50,083
14	\$49,483	\$50,483
15	\$49,993	\$50,993
16	\$50,493	\$51,493
17	\$51,003	\$52,003
18	\$51,503	\$52,503
19	\$52,013	\$53,013
20	\$52,513	\$53,513
21	\$53,023	\$54,023
22	\$54,033	\$55,033
23	\$55,243	\$56,243
24	\$55,753	\$56,753
25	\$56,253	\$57,253
26	\$56,763	\$57,763
27+	\$57,263	\$58,263

Note: This schedule illustrates minimum salaries only. Some employees are paid more than these amounts for additional duty days or stipends. Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

Weatherford ISD

2013-2014 New Hire Salary Schedule for Counselors

Years Exp.	195 Days	200 Days	205 Days	210 Days
0	\$47,205	\$48,377	\$49,549	\$50,721
1	\$48,205	\$49,441	\$50,677	\$51,913
2	\$49,405	\$50,672	\$51,938	\$53,205
3	\$49,405	\$50,672	\$51,938	\$53,205
4	\$49,746	\$51,021	\$52,297	\$53,572
5	\$50,074	\$51,358	\$52,642	\$53,926
6	\$50,403	\$51,695	\$52,987	\$54,280
7	\$50,741	\$52,042	\$53,343	\$54,644
8	\$51,179	\$52,491	\$53,803	\$55,116
9	\$51,618	\$52,941	\$54,265	\$55,588
10	\$52,067	\$53,402	\$54,737	\$56,072
11	\$52,505	\$53,851	\$55,197	\$56,544
12	\$52,954	\$54,312	\$55,669	\$57,027
13	\$53,391	\$54,760	\$56,129	\$57,498
14	\$53,830	\$55,210	\$56,590	\$57,970
15	\$54,387	\$55,781	\$57,176	\$58,570
16	\$54,935	\$56,343	\$57,752	\$59,160
17	\$55,493	\$56,916	\$58,338	\$59,761
18	\$56,041	\$57,478	\$58,915	\$60,352
19	\$56,600	\$58,051	\$59,502	\$60,954
20	\$57,146	\$58,611	\$60,076	\$61,542
21	\$57,704	\$59,183	\$60,663	\$62,142
22	\$58,812	\$60,320	\$61,828	\$63,336
23	\$60,136	\$61,678	\$63,220	\$64,762
24	\$60,695	\$62,251	\$63,807	\$65,364
25	\$61,241	\$62,811	\$64,381	\$65,952
26	\$61,799	\$63,383	\$64,968	\$66,552
27+	\$62,347	\$63,945	\$65,544	\$67,143

Note: This schedule illustrates minimum salaries only. Some employees are paid more than these amounts for additional duty days or stipends. Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

Administrative/Professional 2013-2014

	Days	Months	Minimum	Midpoint
Pay Grade A	Pay Grade midpoint- 60,188 (DR 300.94)			
Occupational Therapist	187	10.0	45,000	56,250
Physical Therapist	187	10.0	45,000	56,250
Speech/Language Pathologist	190	10.2	45,900	57,375
Audiologist	190	10.2	45,900	57,375
Special Ed Program Specialist	200	10.5	47,025	58,781
Career and Technology Facilitator	198	10.6	47,748	59,685
Diagnostician	200	10.7	48,150	60,188
LSSP	200	10.7	48,150	60,188
Asst. Principal, Elementary	210	11.0	49,500	61,875
Pass Coordinator	210	11.0	49,500	61,875
Assistant Maintenance Supervisor	250	12.0	54,000	67,500
Custodial Supervisor	250	12.0	54,000	67,500
Pay Grade B	Pay Grade midpoint- 71550 (DR 316.59)			
Licensed Professional Counselor	200	11.0	51,240	64,440
Asst. Principal, Middle School	210	11.0	52,470	65,588
Asst. Principal, Ninth Grade Center	210	11.0	52,470	65,588
Special Ed Program Coordinator/LSSP	210	11.0	52,470	65,588
Student Data Manager	226	11.0	52,470	65,588
C&I Tech. Resource Manager	226	12.0	52,470	65,588
Director, Custodial Services	250	12.0	57,240	71,550
Director, Safety and Security	226	12.0	57,240	71,550
Intervention Specialist/Reading WHS Allot	226	12.0	57,240	71,550
Pay Grade C	Pay Grade Midpoint- 75,843 (DR 335.59)			
Bridge Coordinator	210	10.7	54,101	67,627
Asst. Principal, High School	210	11.0	55,618	69,523
Asst. Athletic Director	226	12.0	52,250	68,312
HS Special Programs Coordinator	226	12.0	60,674	75,843
Instructional Generalist .5	226	12.0	60,674	75,843
Instructional Specialist (Math, Science, ELA)	226	12.0	60,674	75,843
Coordinator, Bilingual/ESL	226	12.0	60,674	75,843
Federal Programs Manager .5	226	12.0	60,674	75,843
District Planning Manager .5	226	12.0	60,674	75,843
CATE Coordinator	226	12.0	60,674	75,843
Director, Child Nutrition	226	12.0	60,674	75,843
Director, Community Services	226	12.0	60,674	75,843
Director, Maintenance	250	12.0	60,674	75,843
Pay Grade D	Pay Grade Midpoint- 83,427 (DR 369.15)			
Principal, Elementary	210	11.0	61,180	76,475
Director of Technology Instructional Support	226	12.0	66,742	83,427
Director of Communications	226	12.0	66,742	83,427
Director of Community Relations	226	12.0	66,742	83,427
Director of Budget and Accounting	226	12.0	66,742	83,427
Director of Finance	226	12.0	66,742	83,427
Pay Grade E	Pay Grade Midpoint- 91,770 (DR 406.06)			
Principal, Middle School	218	11.5	70,357	87,946
Associate Principal, Ninth Grade Center	218	12.0	73,416	91,770
Director, Assessment and Prof. Development	226	12.0	73,416	91,770

Administrative/Professional 2013-2014

	Days	Months	Minimum	Midpoint
Pay Grade F	Pay Grade Midpoint- 100,947(DR 446.67)			
Ex. Director of Facilities	226	12.0	80,758	100,947
Ex. Director of Communications	226	12.0	80,758	100,947
Ex. Director of Safety and Security	226	12.0	80,758	100,947
Ex. Director, Curriculum and Instruction	226	12.0	80,758	100,947
Ex. Director, Student Services	226	12.0	80,758	100,947
Ex. Director, Special Programs	226	12.0	80,758	100,947
Ex. Director, Athletics	226	12.0	80,758	100,947
Ex. Director, Human Resources	226	12.0	80,758	100,947
Principal, High School	226	12.0	80,758	100,947
Chief Technology Officer	226	12.0	88,833	111,042
Pay Grade G	Pay Grade Midpoint- 116,594 (DR 515.90)			
Assistant Superintendent Bus. & Oper.	226	12.0	93,275	116,594
Pay Grade H	Pay Grade Midpoint- 122,146 (DR 540.47)			
Deputy Superintendent	226	12.0	97,717	122,146

DR– Daily Rate

Clerical/Paraprofessional 2013-2014

Pay Grade	Position	Days	Daily Rates	
			Minimum	Mid-Point
Pay Grade A			68.64	85.76
	Parking Lot Attendant (WHS only)	175		
	Aide I (Aide under teacher supervision—regular ed.)	187		
	Kindergarten Aide	187		
	Sp Ed Aide I (Resource, Bilingual, CM)	187		
	Clerk I	187		
Pay Grade B			74.08	92.64
	ISS Aide	187		
	BRIDGE Aide/Secretary	187		
	Deaf Ed Aide	187		
	Library Aide	187		
	Clerk II (Attendance– WHS only)	187		
Pay Grade C			80.08	100.08
	Sp. Ed. Aide III (FLS, FAS, Inclusion, One on One, STACI, PPCD)	187		
	ESL Aide	187		
	Title I Instructionalist	187		
	Bilingual Aide (WHS only)	187		
	Clerk, Special Education	187		
	Clerk III	200		
Pay Grade D			86.48	108.08
	Counselor Secretary (WHS only)	195		
	Attendance Clerk, Elementary	198		
	Attendance Clerk, Secondary	200		
	Attendance Secretary, High School	200		
	Registrar, Middle School	200		
	Registrar, NGC	210		
	Secretary, PASS	210		
	Data Entry, Assessment	210		
	Data Entry, Special Ed (PEIMS)	210		
	Secretary, Special Education	226		
	Receptionist (DSB)	226		
	Program Development Assistant	226		
	Receptionist (WHS)	226		

Clerical/Paraprofessional 2013-2014

Pay Grade	Position	Days	Daily Rates	
			Minimum	Mid-Point
Pay Grade E			93.36	116.72
	Secretary, Elementary Principal	210		
	Secretary, Middle School Principal	218		
	Fixed Asset and Textbook Coordinator	226		
	Registrar, High School	226		
	Registrar/Textbook Manager (Bowie)	226		
	Secretary, Dir. CATE	226		
	Secretary, Dir. Community Education	226		
	Secretary, Dir. Food Service	226		
	Secretary, NGC Principal	226		
	AEOP Supervisor	226		
	Community Ed. Supervisor	226		
	Secretary, Dir. Maintenance/Custodial	250		
Pay Grade F			101.76	127.20
	Secretary, Ex. Dir. Athletics	226		
	Secretary, Dir. Assessment & Prof. Development	226		
Pay Grade G			121.12	151.36
	Receptionist/Secretary, Ex. Dir. Maintenance & Op	226		
	Secretary, High School Principal	226		
	Bookkeeping Specialists/Accounts Payable	226		
	Accounts Payable Specialist	226		
	Secretary, Ex. Dir. Curriculum & Instruction	226		
	Secretary, Ex. Dir. Student Services	226		
	Secretary, Ex. Dir. Special Programs	226		
	Secretary, Ex. Dir. of Maintenance & Operations	226		
	Administrative Assistant, Dir. of Human Res.	226		
	Secretary, HR/Substitute Coordinator	226		
	Benefits Coordinator	226		
Pay Grade H			139.28	174.08
	Child Nutrition Quality Assurance Supervisor	210		
	Human Resources Data Specialist	226		
	Administrative Assistant, Deputy Supt.	226		
	Administrative Assistant, Asst. Supt. Business & Operations	226		
	Secretary, Chief Technology Officer	226		
	Payroll Coordinator	226		
	PEIMS Coordinator	226		
	Accounts Payable Supervisor	226		
Pay Grade I			160.16	200.16
	Ex. Administrative Assistant, Superintendent	226		

Manual Trades 2013-2014

Pay Grade A

Custodians
Child Nutrition Workers
Grounds Worker
(Positions range from 183-250 days)

Minimum	Midpoint
11,220*	16,732

*Based upon 183 days

Pay Grade B

General Maintenance
Child Nutrition Manager, Elementary
(Positions range from 187-250 days)

Minimum	Midpoint
14,136*	23,760

*Based upon 187 days

Pay Grade C

Child Nutrition Manager, MS
Child Nutrition Manager, NGC
Custodian Manager
(Positions range from 187-250 days)

Minimum	Midpoint
15,267*	25,660

*Based upon 187 days

Pay Grade D

General Craftsmen (maintenance)
Child Nutrition Manager, HS
Welder
(Positions range from 187-250 days)

Minimum	Midpoint
17,172*	28,860

*Based upon 183 days

Pay Grade E

Skilled Tradesmen (maintenance)
Painter
Plumber
(All positions are 250 days)

Minimum	Midpoint
27,000	33,760

Pay Grade F

Electrician
HVAC Technician
Master Craftsmen (maintenance)
(All positions are 250 days)

Minimum	Midpoint
33,760	42,200

Interpreter/Communication Asst. 2013-2014

Pay Grade	Years Exp	Communication Assistant*	Level 1 Interpreter*
A	0-2	\$21,539	\$26,539
B	3	\$22,539	\$27,539
C	4-5	\$23,539	\$28,539
D	6-7		\$29,539
E	8-9		\$30,539
F	10-12		\$31,539
G	13-15		\$32,539
H	16-18		\$33,539
I	19		\$34,539
J	20		\$35,539
K	21		\$36,539
*Interpreters and Communication Assistants work 187 days			

Technology 2013-2014

Monthly Rates*

* Multiply by months for annual salary	Days	Months	Minimum	Midpoint
Pay Grade A (Non-Exempt)				
Entry Technician	226	12.0	15.00 /hr (until departmental proficiency is determined)	
Pay Grade B (Non-Exempt)				
Technician	226	12.0	2,667	3,333
Pay Grade C (Non-Exempt)				
Associate Network Manager	226	12.0	2,917	3,646
Pay Grade D (Exempt)				
Network Manager	226	12.0	4,167	5,208