

Employee Compensation Plan

Pampa Independent School District

2015-2016

Revised: August 28, 2015

PAMPA ISD
Teacher Salary Schedule - For 2015-2016 Only

Current Years Exp	2015-2016 Recommended Pay Schedule	Current Years Exp	2015-2016 Recommended Hiring Schedule
0	\$44,224	0	\$44,224
1	\$44,324	1	\$44,324
2	\$44,424	2	\$44,424
3	\$44,524	3	\$44,524
4	\$44,624	4	\$44,624
5	\$44,724	5	\$44,724
6	\$44,824	6	\$44,824
7	\$44,924	7	\$44,924
8	\$45,124	8	\$45,124
9	\$45,324	9	\$45,324
10	\$45,624	10	\$45,624
11	\$45,924	11	\$45,924
12	\$46,224	12	\$46,224
13	\$46,724	13	\$46,724
14	\$47,124	14	\$47,124
15	\$47,924	15	\$47,924
16	\$48,654	16	\$48,654
17	\$49,374	17	\$49,374
18	\$50,094	18	\$50,094
19	\$50,864	19	\$50,864
20	\$51,584	20	\$51,584
21	\$52,304	21	\$52,304
22	\$52,974	22	\$52,974
23	\$53,714	23	\$53,714
24	\$54,134	24	\$54,134
25	\$54,504	25	\$54,504
26	\$54,934	26	\$54,934
27	\$55,514	27	\$55,514
28	\$56,054	28	\$56,054
29	\$56,414	29	\$56,414
30	\$56,564	30+	\$56,564
31	\$56,714		
32	\$56,874		
33	\$57,024		
34	\$57,174		
35	\$57,334		
36	\$57,454		
37	\$57,564		
38	\$57,634		
39	\$57,794		
40	\$57,944		
41	\$58,094		
42	\$58,254		
43	\$58,404		
44	\$58,554		

**2015-16 Clerical/Paraprofessional & Auxiliary Compensation Plan
Pampa ISD**

Pay Grade

- 1 AIDE, BILINGUAL
- AIDE, DAEP
- AIDE, ESL
- AIDE, INSTRUCTIONAL
- AIDE, PRE SCHOOL
- AIDE, SPECIAL ED
- BUS AIDE
- CAFETERIA COOK
- CAFETERIA WORKER
- CUSTODIAN
- DAYCARE WORKER
- SECURITY GUARD
- STUDENT INFORMATION ASSISTANT

*Annual salaries listed are based on
8 hours worked per day.*

	Minimum	Midpoint	Maximum
Hourly	\$9.92	\$11.93	\$13.94

- 2 AIDE, HEADSTART
- AIDE, ISS
- AIDE, LIBRARY
- AIDE, PARENT LIAISON
- AIDE, SPECIAL ED LIFESKILLS, AUTISM,PPCD,S/C
- HEAD CUSTODIAN (CAMPUS)226

	Minimum	Midpoint	Maximum
Hourly	\$10.80	\$13.00	\$15.20

- 3 AIDE, INSTRUCTIONAL TECHNOLOGY
- AIDE, OFFICE
- BUS DRIVER
- CAFETERIA MANAGER, ELEMENTARY
- CLERK, ATTENDANCE - HIGH SCHOOL
- CLERK, ATTENDANCE - JUNIOR HIGH
- CLERK, DIAGNOSTICIAN
- DISTRICT RECEPTIONIST (226)
- CLERK, SPECIAL ED
- ELEMENTARY RECEPTIONIST
- GENERAL MAINTENANCE WORKER
- GROUNDS WORKER
- RECEPTIONIST, COUNSELOR - HIGHSCHOOL
- TRANSLATOR

	Minimum	Midpoint	Maximum
Hourly	\$11.99	\$14.43	\$16.87

**2015-16 Clerical/Paraprofessional & Auxiliary Compensation Plan
Pampa ISD**

*Annual salaries listed are based on
8 hours worked per day.*

Pay Grade

<u>4</u>	CAFETERIA MANAGER, HIGH SCHOOL			
	CAFETERIA MANAGER, JUNIOR HIGH			
	CLERK, DISTRICT ATTENDANCE			
	CLERK, PEIMS - JUNIOR HIGH			
	CUSTODIAL SUPERVISOR (226)	Hourly	\$13.08	\$15.74
	REGISTRAR, HIGH SCHOOL			\$18.40
	SECRETARY, ASST. PRINCIPAL			
	SECRETARY, CHILD NUTRITION/CUSTODIAL SERVICES			
	SECRETARY, COUNSELOR			
	SECRETARY, CURRICULUM			
	SECRETARY, BILINGUAL/ESL			
	SECRETARY, FACILITIES			
	SECRETARY, FEDERAL PROGRAMS			
	SECRETARY, FINE ARTS/CATE			
	SECRETARY, PLC			
	SECRETARY, PRINCIPAL - ELEMENTARY			
	SECRETARY, PRINCIPAL - JUNIOR HIGH			
	SECRETARY, SPECIAL EDUCATION			
	TRAFFIC DIRECTOR, PAMPA JUNIOR HIGH SCHOOL			
	WAREHOUSE WORKER			

**PAMPA ISD
EXTRA DUTY STIPEND SCHEDULE
2015-2016 PROPOSED**

EXTRA DUTY ASSIGNMENT	SUPPLEMENT
Academic UIL Coach, 1st Event	250
Academic UIL Coach, 2nd + per Event	150
Bilingual	3,000
Bilingual signing bonus - 1st year	1,500
Cheerleader, HS	3,000
Debate, HS	2,000
Department Head - Secondary	2,060
Drama, HS	1,500
Drama, JH	1,250
ESL Stipend	250
Master's Degree in teaching field	2,500
Master's Degree outside teaching field (adm/couns,etc	1,000
National Honor Society - PHS	500
National Honor Society - PJHS	500
New Teacher Mentor	500
Newspaper, HS	1,250
Student Council, Asst HS	1,000
Student Council, HS	1,500
Technology - Web Page Coordinators	800
UIL District Coordinator (Elementary)	3,000
UIL Academic Coordinator (Secondary)	1,500
UIL/TFA Speech	1,500
UIL/TFA Debate	1,500
UIL One Act Play	1,500
Yearbook, HS	3,000
Yearbook, JH	1,500

8/28/2015

PAMPA ISD
SUBSTITUTE DAILY PAY RATES
2015-2016

	NON-DEGREED	DEGREED	CERTIFIED
DAILY RATE OF PAY	\$70	\$75	\$80

IF A SUBSTITUTE REPLACES A PROFESSIONAL EMPLOYEE DURING AN EXTENDED ABSENCE FOR CONSECUTIVE DAYS, THE EXTENDED AND LONG TERM RATES APPLY:

DAILY RATE:	1—10 DAYS	\$70	\$75	\$80
EXTENDED RATE:	11—20 DAYS	\$75	\$85	\$85
LONG TERM RATE:	21 DAYS AND BEYOND	\$95	\$105	\$105

RATES OF SUBSTITUTES FOR PARAPROFESSIONALS DO NOT GRADUATE OVER EXTENDED TERMS.

HOURLY SUBSTITUTE RATES ARE AS FOLLOWS:

BUS AIDE	\$8.00
BUS DRIVER:	
LEVEL I	\$10.68
LEVEL II	\$12.00
LEVEL III	\$13.00
CAFETERIA	\$9.00
CUSTODIAN	\$9.00
DAYCARE	\$9.00
CAFÉ MONITOR	\$9.00