



DISTRICT COMPENSATION PLAN

Refer to Board Policy DEA and DEAA located at www.cfbisd.edu and click on Policy Online.

Carrollton-Farmers Branch ISD has a locally designed salary plan for all employees. Employees are paid in accordance with administrative guidelines and an established pay structure. The district's pay plans are reviewed by the administration each year and adjusted as needed. All district positions are classified as exempt or nonexempt according to federal law. Each position is assigned to a pay range based on the level of responsibility and qualifications required of the job. Pay ranges establish the minimum and maximum daily rates that will be paid for each job in the District. Job classifications are determined by the Office of Human Resources.

Teachers new to the District are placed on the Carrollton-Farmers Branch New Hire Salary Schedule according to years of experience. The District shall pay each classroom teacher or full-time librarian not less than the state minimum monthly salary, based on the employee's level of experience. After initial employment, salary increases are determined annually by the Board of Trustees during the budget process and are based upon cost of living increases, competitive pay increases, and local budget projections. Employees hired on or after April 1, are not eligible for the Board approved raise. The District salary plan is designed to ensure that employee pay is equitable, competitive, and affordable. Pay surveys are conducted on a regular basis and salary ranges are adjusted to ensure that pay remains competitive for Carrollton-Farmers Branch ISD employees.

Each employee is required to verify their salary, experience, and workdays in September of each year. Employees can access this information in TEAMS Employee Self Serve located in the C-FB Staff Portal. After reviewing the information, employees should submit questions in writing to the principal/supervisor. Employees may request additional information concerning job classifications and salary ranges from the principal/supervisor.

ANNUALIZED COMPENSATION

Refer to Board Policy DEA located at www.cfbisd.edu and click on Policy Online.

The district pays all salaried employees over 12 months regardless of the number of months employed during the school year. Salaried employees will be paid in equal monthly or semi-monthly payments, beginning with the first pay period of the school year. An employee who separates from service before the last day of instruction or retires under TRS, will receive in his or her final paycheck, a lump sum payment for wages actually earned from the beginning of the school year to the date of separation. Employees that separate after the last day of instruction will continue to receive paychecks through the end of their twelve month pay cycle.

**2016-2017 CARROLLTON-FARMERS BRANCH ISD
TEACHER NEW HIRE SALARY SCHEDULE
187 DAYS**

YEARS OF EXPERIENCE	DAILY RATE	SALARY
0	\$271.39	\$50,750
1	\$272.39	\$50,937
2	\$273.39	\$51,124
3	\$274.39	\$51,311
4	\$275.39	\$51,498
5	\$276.39	\$51,685
6	\$278.39	\$52,059
7	\$280.39	\$52,433
8	\$282.39	\$52,807
9	\$284.39	\$53,181
10	\$286.39	\$53,555
11	\$288.39	\$53,929
12	\$290.39	\$54,303
13	\$292.39	\$54,677
14	\$294.39	\$55,051
15	\$296.39	\$55,425
16	\$298.39	\$55,799
17	\$300.39	\$56,173
18	\$302.39	\$56,547
19	\$304.39	\$56,921
20	\$306.39	\$57,295
21	\$308.39	\$57,669
22	\$310.39	\$58,043
23	\$312.39	\$58,417
24	\$314.39	\$58,791
25	\$316.39	\$59,165
26	\$318.39	\$59,539
27	\$320.39	\$59,913
28	\$322.39	\$60,287
29	\$324.39	\$60,661
30+	\$326.39	\$61,035

An annual stipend of \$1,545 will be paid to classroom teachers with a Master's Degree that is confirmed as having been completed prior to the beginning of the school year.

An annual stipend of \$2,470 will be paid to classroom teachers with a Doctorate that is confirmed as having been completed prior to the beginning of the school year.

This is a hiring schedule for the 2016-2017 school year only. Neither past nor future salaries can be accurately calculated from this hiring schedule.

CARROLLTON-FARMERS BRANCH ISD SALARY SCHEDULE PROFESSIONAL / ADMINISTRATIVE 2016-2017

PA	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12
MAXIMUM DAILY RATE	327.56	363.15	381.15	392.15	422.55	455.28	490.58	528.59	569.57	599.73	646.20	820.89
MIDPOINT DAILY RATE	288.64	311.44	336.00	352.90	380.23	409.72	441.46	475.66	512.56	552.61	595.43	767.21
MINIMUM DAILY RATE	222.52	271.39	290.55	312.82	336.68	363.17	391.32	421.65	454.35	504.13	543.19	709.83

GRADE 1

Child Day Care Director (215)*
Physical Therapist Assistant (188)*
Language Services Specialist (197)
Nurse LVN (187)*
Occupational Therapy Asst (187)
Professional Cataloger (220)*
Personnel Certification Officer (230)*
Specialist - Community Liaison (197)*
Supervisor Warehouse (230)*
Translator Curriculum Asst (187)*
Web Specialist (230)*
Academic Advisor At Risk

GRADE 2

Academy Facilitator (212)
Attendance Officer (200)*
Athletic Trainer (187)
Behavior Resource Specialist (187)
Coordinator-International BACC-HS (212)
Coordinator-School Age Parenting Program (187)
Instructional Coach Literacy (187)
Instructional Coach (187)
Instructional Facilitator (187)
Interventionist(187)
Librarian (188,197)
Instructional Technology Spec. (187,197)
Nurse (187)
Registrar (220)
Teacher (187,190,197,200, 202, 212, 220)
ITS Facilitator (205)

GRADE 3

Specialist Advanced Academics (215)
Audiologist (187)
Autism Specialist (200)
Behavior Coach (187)
Career Tech Facilitator (115) Communications Specialist (230)*
Counselor (188, 200, 205,207)
Educational Diagnostician (193,198)
Grad Team Coach (202)
G/T Assessment Specialist
Instructional Coach-PBL (187)
Instructional Specialist (187, 197)
Lead Behavior Resource Specialist (193)
Lead HS Counselor (212)
Lead Educational Diagnostician (220)
Lead LSSP (198)
Lead Occupational Therapist (210)
Lead Speech Path (205)
LSSP (187,193)
Occupational Therapist (188)
Physical Therapist (210)
Special Populations Facilitator (230)
Specialist Program Compliance (202)
SpEd Visually Impaired (188)
Speech Pathologist (187)
Specialist – Technology Resource Acquisition (230)
Supervisor – Natatorium (230)
Title I Instructional Coach (187)
Title III Bil/ESL Specialist

GRADE 4

Assistant Principal Elementary (207)
Coordinator Employee Benefits (230)*
Coordinator Media Services (230) Coordinator – PEIMS (230)
Coordinator Student Nutrition-Finance (230)
Coordinator Student Nutrition- Personnel (230)
Head Football Coach-HS Athletic Coordinator (226)
Nurse - Manager (220)

GRADE 5

Coordinator – Information Systems (230)
Accountant (230)*
Assistant Principal Middle School (207)
Coordinator-Assessment External (230)
Coordinator BIL/ESL (230)
Coordinator Community Relations (230)
Coordinator Fine Arts (230)
Coordinator Special Education (230)
Director Student Nutrition (230)*
Marketing Coordinator (230)
Supervisor Accounting (230)*
Supervisor Construction (230)*
Supervisor Maintenance (230)*
Tax Assessor/Collector (230)*

GRADE 6

Assistant Principal High School (212)
Coordinator Federal Funds (230)
Coordinator- Tech Services (230)
Director Accounting (230)*
Director Elementary Mathematics
Director Elementary Student Services (230)
Director of Instruction (230)
Director Secondary Student Services (230)
Director Payroll (230)*

GRADE 7

Associate Principal High School (220)
Coordinator-Assessment Internal (230)
Director Assessment/Accountability (230)
Director Athletics (230)
Director Bilingual/ESL (230)
Director Finance Reporting (230)*
Director Fine Arts (230)
Director of Instructional Technology (230)
Director Plant Operations/Security (230)
Principal - AEP (226)

GRADE 8

Director After School Program (230)
Director Elementary Personnel (230)
Director Secondary Personnel (230)
Director Purchasing (230)
Principal Elementary School (215)
Principal Grimes (226)

GRADE 9

Dir- Advanced Academic Svcs & World Languages (230)
Executive Director Career Tech (230)
Executive Director Strategic Communications (230)
Executive Director Special Education (230)
Principal HS ECHS (226)
Principal Middle School (226)

GRADE 10

Chief Financial Officer (230)
Chief Officer of Data and Technology (230)
Chief Operations Officer (230)
Executive Director Human Resources (230)
Principal High School (226)

Grade 11

Assistant Superintendent Elementary Schools(230)
Assistant Superintendent Secondary Schools (230)

GRADE 12

Associate Supt. Business & Support Services (230)
Associate Supt. Educational Services (230)

*Non-Contracted Position

CARROLLTON-FARMERS BRANCH INDEPENDENT SCHOOL DISTRICT
SALARY SCHEDULE
2016-2017
CLERICAL/TECHNICAL

	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7	GRADE 8	GRADE 9
Maximum Hourly Rate	18.05	20.43	21.81	24.16	26.88	29.80	33.14	36.84
Midpoint Hourly Rate	15.57	17.85	19.46	21.56	23.93	26.58	29.55	32.84
Minimum Hourly Rate	13.47	15.25	16.27	17.99	19.98	22.19	24.64	27.40

GRADE 2

Assistant - Bilingual
Assistant - Clinic
Assistant - Comp Lab
Assistant - ELL Title I
Assistant - ESL
Assistant - Inst Bldg
Assistant - Pre-K
Assistant - Specials
Assistant - Title I
Clerk - Elementary
SP Assistant - Bil Speech
SP Assistant - CM
SP Assistant - MOU
SP Assistant - PPCD

GRADE 3

Clerk - Attendance MS
Clerk - Counselor
Clerk - Data Entry Tech
Clerk - Diag (193, 198, 202)
Clerk - MS
Clerk - Receptionist
Clerk - Student Serv MS
SP - Receptionist
SP Assistant - AA
SP Assistant - Autism
SP Assistant- Communications
SP Assistant - Dev Ctr
SP Assistant - Inclusion MS & HS
SP Assistant - MAC
SP Assistant - PAS
SP Assistant - Sup Ctr Elem
SP Assistant - VAC
SP Assistant - ABC Elem
SP Assistant - Visually Impaired

GRADE 4

Clerk - After the Bell
Clerk - Attendance HS
Clerk - Bookkeeper
Clerk - Career Tech
Clerk - Itinerant
Clerk - LPAC-BIL-ESL
Clerk - Media
Clerk - Receipt Ad Bldg
Clerk - Records (193, 210, 220, 226)
Clerk - SP Purchasing
Clerk - SP Records
Secretary - SP Coordinators

GRADE 5

Clerk - Accounting
Clerk - Advanced Academics
Clerk - Data Entry Bilingual/ESL
Clerk - Ed. Serv.
Clerk - Fine Arts
Clerk - Payroll
Clerk - Personnel Appl
Clerk - SNS Meal Benefits
Clerk - SNS Personnel
Clerk - SNS Purchasing
Clerk - Tax Office
Secretary - Assoc Principal
Secretary - Athletics
Secretary - Distribution Center
Secretary - District Media Ctr
Secretary - Facility Serv
Secretary - Plant Operations & Security
Secretary - Principal AEP
Secretary - Principal Elem
Secretary - Principal MS
Secretary - Purchasing
Secretary - Sub Call in System

GRADE 6

Secretary - ATB
Secretary - Curriculum Director
Secretary - Dir Athletics
Secretary - Dir Program Compliance
Secretary - Dir of Personnel
Secretary - Principal HS

GRADE 7

Secretary - Guidance and Community
Secretary - Stu, Fam, Comm Serv
Secretary - Dir Advance Academics
Secretary - Dir of Assessment
Secretary - Chief Tech & Data Officer
Secretary - Chief Operations Officer
Secretary - Exec Dir Human Resources
Secretary - Exec Dir Facility Serv
Secretary - Exec Dir Fine Arts
Secretary - Exec Dir Special Education

GRADE 8

Secretary - Associate Superintendent
Secretary - Assistant Superintendent

GRADE 9

Secretary - Superintendent

**Carrollton-Farmers Branch Independent School District
2016-2017 Salary Schedule
Manual Trades**

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
Maximum Hourly Rate	14.65	16.39	18.84	20.61	23.04	25.78	28.81
Midpoint Hourly Rate	13.01	14.65	16.82	18.51	20.68	23.10	25.85
Minimum Hourly Rate	10.88	12.25	14.07	15.57	17.41	19.46	21.75

Grade 1

Custodian
SNS - Prod Assistant

Grade 2

Cust - Flex Crew
Cust - Grimes Lead
Day Care - Caregiver
Grounds - Athletics
Grounds - Groundskeeper
SNS - Production Specialist

Grade 3

Carpenter - Painter
Cust - Head Elementary School
Cust – Lead ESDC
Cust – Lead Middle School
Dist Ctr - Support
Grounds - Landscape
Grounds - Lead Crew
Head Custodian-Flex
Plumbing – Tech I
Electrical – Tech I
SNS - Mgr Trainee

Grade 4

Custodian - Head Middle School
Custodian – Lead High School
Dist Ctr - Lead Support
Dist Ctr - Receiving
Electrical - Tech II
Plumbing – Tech II
Gen Maint - Roofer
Gen Maint - Worker
Grounds - Equipment Operator
Grounds - Irrigator
Grounds - Lead Athletics
HVAC Tech I
Security Officer

Grade 5

Carpentry - Carpenter
Custodian - Head Ad Bldg
Custodian - Head High School
Custodian - Rover
Day Care - Teacher
Dist Ctr - Invent Ctrl
Dist Ctr - Textbooks
Gen Maint - Herbicide Appl
Gen Maint - High School
Plumbing - Sprinkler Repair
Stadium Complex Manager
Plumbing – Journeyman
Electrical - Journeyman

Grade 6

Cust - Lead Rover
Electrical - Fire Alarm Tech
Electrical - Tech III
Plumbing – Tech III
Grounds - Licensed Irrigator
Grounds Lead Athletics Crew
Grounds Lead Equipment Tech

Grade 7

Carpentry - Lead
Electrical - Lead Electrician
HVAC - Lead
Plumbing - Lead

**Carrollton-Farmers Branch Independent School District
2016-2017 Salary Schedule
Manual Trades
Foreman Positions**

	MTB	MTC	MTD	MTE	MTF	MTG
Maximum Daily Rate	18.98	20.73	23.25	25.90	233.03	257.99
Midpoint Daily Rate	16.94	18.62	20.81	23.24	209.07	231.31
Minimum Daily Rate	14.99	16.79	18.67	20.44	180.31	196.52

GRADE MTB

GRADE MTC

Student Nutrition Manager - Elementary School

GRADE MTD

SNS Manager - Middle School

GRADE MTE

SNS Manager - High School

GRADE MTF

SNS Training and Catering Specialist (198 days)*

GRADE MTG

Plant Operations - Dept Head*
Electrical - Dept Head*
Exteriors-Dept Head *
Interiors and Finishes-Dept Head*
Security - Dept Head*
Supervisor of Security Technology*

*Denotes Exempt Status under FLSA as Managerial Foreman

Carrollton-Farmers Branch Independent School District
2016-2017 Salary Schedule
Specialist/Technical

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade7	Grade 8	Grade 9
	HOURLY	HOURLY	HOURLY	HOURLY	DAILY	DAILY	DAILY	DAILY	DAILY
Maximum Rate	24.17	26.84	29.81	33.16	289.28	320.94	366.71	380.73	414.76
Midpoint Rate	21.57	23.94	26.59	29.56	257.42	286.52	312.91	339.48	369.80
Minimum Rate	18.14	20.15	22.38	24.88	208.99	240.74	262.37	285.44	310.89

Grade 1 [Non-Exempt]

Grade 2 [Non-Exempt]

Specialist - Aux Personnel Records
Specialist - Computer Help Desk I
Specialist - Emp Benefits Assistant
Specialist- Service Desk
Lead – Teacher CDA

Grade 3 [Non-Exempt]

Purchasing Buyer
Data Base Manager
Purchasing Agent
Specialist - Accounting
Specialist – Payroll
Specialist – Purch Tech
Specialist - SNS Accts
Visual Serv Prod Assist
HR – Admin Asst

Grade 4 [Non-Exempt]

Specialist - Assist Payroll Director
Specialist Cabling Tech
Specialist - Computer Help Desk II
Specialist - Computer Tech III
Specialist - Employee Benefits
Specialist - Personnel Records

Grade 5 [EXEMPT]

Environmental Technician
SNS Supervisor I
SNS Supervisor II
Specialist-Workers' Compensation

Grade 6 [EXEMPT]

Records Management Officer
Specialist - Special Proj Mgr
Specialist - Student Data
Specialist – Telecom Analyst

Grade 7 [EXEMPT]

Specialist – Asst. Network Systems

Specialist - Payroll Systems
Technology - Student Information Systems

Grade 8 [EXEMPT]

Grade 9 [EXEMPT]

Specialist Network Systems Mgr