

Gadsden Independent School District
Salary Schedule 1A
CERTIFIED PERSONNEL - 3 TIER
2009-10

TEACHERS, SUBJECT MATTER SPECIALISTS, LIBRARY/MEDIA SPECIALISTS,
ADMINISTRATIVE INTERNS

Base Schedule: 183 Days / 7 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 ACP				
	BA	BA+15	MA/BA+45	MA +15	EDS/MA+45
0	30,000	30,001	30,002	30,003	30,004
1	30,001	30,002	30,003	30,004	30,005
2	30,768	30,769	30,770	30,771	30,772
3	32,307	32,308	32,309	32,310	32,311

YRS	Range 2 LEVEL 1				
	BA	BA+15	MA/BA+45	MA +15	EDS/MA+45
0	35,000	35,001	35,002	35,003	35,004
1	35,001	35,002	35,003	35,004	35,005
2	35,896	35,897	35,898	35,899	35,900
3	37,691	37,692	37,693	37,694	37,695
4	39,576	39,577	39,578	39,579	39,580
5	39,577	39,578	39,579	39,580	39,581

YRS	Range 3 LEVEL 2				
	BA	BA+15	MA/BA+45	MA +15	EDS/MA+45
2	41,023	41,024	41,025	41,026	41,027
3	41,024	41,025	41,026	41,027	41,028
4	45,229	45,230	45,231	45,232	45,233
5	45,230	45,231	45,232	45,233	45,234
6	45,231	45,232	45,233	45,234	45,235
7	45,232	45,233	45,234	45,235	45,236
8	45,235	45,235	45,235	45,236	45,237
9	45,236	45,236	45,236	45,237	45,238
10	45,237	45,237	45,237	45,238	45,240
11	45,238	45,238	45,238	45,240	45,241
12	45,239	45,239	45,240	45,241	45,242
13	45,240	45,240	45,241	45,242	45,244
14	45,241	45,241	45,242	45,244	45,245
15	45,242	45,242	45,244	45,245	45,246
16	45,243	45,244	45,245	45,246	45,247
17	45,244	45,245	45,246	45,247	45,248
18	45,245	45,246	45,247	45,248	45,249
19	45,246	45,247	46,109	46,111	46,112
20	45,247	45,248	46,912	46,913	46,914
21	45,248	45,249	47,780	47,782	47,783
22	45,249	46,274	48,646	48,647	48,649
23	45,250	46,357	49,575	51,741	51,742
24	45,251	46,358	50,503	51,742	51,743
25	45,252	46,360	51,432	51,743	51,745

Range 4 LEVEL 3		
MA	MA +15	EDS/MA+45
	51,285	51,286
	51,286	51,287
	51,287	51,288
	51,288	51,289
	51,289	51,290
	51,290	51,291
	51,291	51,292
	51,292	51,293
	51,293	51,294
	51,294	51,295
	51,295	51,296
	51,296	51,297
	51,297	51,298
	51,298	51,299
	51,299	51,300
	51,300	51,301
	51,301	51,302
	51,302	51,303
	51,303	52,731
	56,518	56,519

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 92 days of the 183 day contract in a year.

Individuals who have been paid previously for 25 years of experience will receive the same percent increase received by other employees on this salary schedule.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Gadsden Independent School District
Salary Schedule 1B
CERTIFIED PERSONNEL
2009-10

COUNSELORS, SOCIAL WORKERS, REGISTERED NURSES

Base Schedule: 183 Days / 7 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

YRS	BA Range 1	BA+15 Range 2	MA/BA+45 Range 3	MA +15 Range 4	EDS/MA+45 Range 5
0	34,700	35,200	35,700	36,200	36,700
1	35,100	35,200	36,113	36,619	37,125
2	35,394	35,904	36,414	37,127	37,640
3	37,872	38,417	38,963	39,726	40,274
4	38,308	38,860	39,414	40,185	40,741
5	38,859	39,413	39,965	40,740	41,403
6	39,413	39,965	40,517	41,403	42,005
7	41,603	41,615	41,627	41,950	42,607
8	41,631	41,637	41,643	42,607	43,207
9	41,632	41,638	41,781	43,207	43,808
10	41,633	41,639	42,374	43,808	44,408
11	41,634	41,841	42,971	44,408	44,989
12	41,664	42,316	43,568	45,010	45,612
13	42,135	42,794	44,165	45,611	46,212
14	42,615	43,271	44,764	46,212	46,812
*** 15	43,092	43,750	45,361	46,812	47,651
16	-	-	45,959	47,650	48,611
17	-	-	46,674	48,490	49,451
18	-	-	47,449	49,390	50,293
19	-	-	48,226	50,292	51,135
20	-	-	49,062	51,252	52,568
21	-	-	49,897	52,214	53,653
22	-	-	50,794	53,176	54,738
23	-	-	51,690	54,137	55,819
24	-	-	52,587	55,187	56,958
*** 25	-	-	53,542	56,237	58,098

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 91 days of the 182 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience. Credit for contractual services with the Gadsden ISD is not allowable.

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Gadsden Independent School District
Salary Schedule 1C
CERTIFIED PERSONNEL - ANCILLARY STAFF
2009-10

DIAGNOSTICIANS, THERAPISTS, PSYCHOLOGISTS, ASSISTIVE TECHNOLOGY FACILITATORS
ASSISTANTS: INTERPRETERS, COTAs, PTAs

Base Schedule: 183 Days / 7 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

YRS	ANCILLARY ASSISTANTS	BA Range 1	BA+15 Range 2	MA/BA+45 Range 3	MA +15 Range 4	EDS/MA+45 Range 5
0	30,411	34,700	35,200	35,700	36,200	36,700
1	30,411	35,100	35,200	36,113	36,619	37,125
2	31,113	35,501	36,013	36,524	37,036	37,547
3	32,669	37,276	37,813	38,351	38,888	39,425
4	33,041	37,706	38,249	38,795	39,338	39,881
5	33,460	38,248	38,794	39,337	39,880	40,529
6	33,881	38,794	39,337	39,880	40,529	41,065
7	34,299	40,949	40,961	40,973	41,065	41,707
8	34,720	40,977	40,983	40,988	41,707	42,296
9	35,136	40,978	40,984	41,124	42,296	42,884
10	35,556	40,979	40,985	41,707	42,884	43,470
11	35,977	40,980	41,183	42,296	43,470	44,060
12	36,395	41,010	41,651	42,884	44,060	44,649
13	36,816	41,473	42,122	43,470	44,649	45,237
14	37,235	41,945	42,591	44,060	45,237	45,824
*** 15	37,655	42,414	43,062	44,649	45,824	46,415
16	38,072	-	-	45,237	46,415	47,005
17	38,494	-	-	45,940	47,005	47,595
18	38,911	-	-	46,704	47,595	48,185
19	39,332	-	-	47,467	48,185	48,775
20	39,787	-	-	48,291	48,775	49,365
21	40,248	-	-	49,113	49,365	49,955
22	40,716	-	-	49,995	50,000	50,545
23	41,189	-	-	50,877	50,640	51,135
24	41,665	-	-	51,760	51,280	51,725
*** 25	42,151	-	-	52,700	51,920	52,315

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 91 days of the 182 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience. Credit for contractual services with the Gadsden ISD is not allowable.

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Ancillary positions requiring extended hours and/or extended contract days will receive an adjusted salary based on the 2009-10 approved salary multiplier:

Position	Contract Days	Hours per Day	Multiplier
Diagnostician	200	8	1.242
Speech Therapist (CCC/CFY)	182	8	1.213
Speech Therapist (ASL)	182	8	1.143
Occupational Therapist	182	8	1.483
Physical Therapist	182	7	1.483
Psychologist (Level 1)	182	7	1.000
Psychologist (Level 2)	182	7	1.290
Psychologist (Level 3-PhD)	192	7	1.425
Assistive Technology Facilitator	220	8	1.352
Compliance Officer	200	8	1.242

LEAD Ancillary positions receive an additional \$1,000 stipend.

Gadsden Independent School District
 Salary Schedule 2A
 INSTRUCTIONAL SUPPORT - LEVEL 1
 2009-10

DAY CARE CENTER MANAGER, EARLY CHILDHOOD FAMILY EDUCATOR

Base Schedule: 183 Days / 7 Hours per Day / 1281 Hours per Year
 Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 45 Hours	Range 5 60+ Hours or Certification
0	11.77	12.02	12.24	12.49	12.75
1	11.77	12.02	12.24	12.49	12.75
2	12.13	12.38	12.61	12.87	13.14
3	12.73	13.00	13.24	13.51	13.79
4	13.94	14.24	14.49	14.79	15.10
5	14.11	14.42	14.68	14.98	15.30
6	14.28	14.62	14.89	15.20	15.50
7	14.39	14.70	14.98	15.29	15.59
8	14.48	14.78	15.07	15.37	15.67
9	14.57	14.88	15.16	15.45	15.76
10	14.72	15.04	15.32	15.62	15.95
11	14.88	15.17	15.48	15.78	16.09
12	15.10	15.38	15.70	16.03	16.35
13	15.32	15.62	15.95	16.26	16.59
14	15.56	15.87	16.19	16.50	16.84
15	15.78	16.09	16.42	16.74	17.08
16	16.03	16.35	16.67	17.01	17.35
17	16.26	16.59	16.93	17.26	17.59
18	16.50	16.84	17.17	17.50	17.86
19	16.74	17.08	17.44	17.78	18.13
20	17.01	17.35	17.69	18.05	18.41
21	17.26	17.59	17.96	18.32	18.68
22	17.52	17.83	18.22	18.60	18.97
23	17.78	18.15	18.48	18.86	19.24
24	18.05	18.41	18.79	19.16	19.53
*** 25	18.32	18.68	19.06	19.44	19.84

Gadsden Independent School District

Salary Schedule 2B

INSTRUCTIONAL SUPPORT - LEVEL 2

2009-10

**CERTIFIED NURSE ASSISTANT, CERTIFIED LIBRARY ASSISTANT,
NON-CERTIFIED NURSE ASSISTANT, NON-CERTIFIED LIBRARY ASSISTANT,
SPED "D" LEVEL ASSISTANT, COMPUTER LAB ASSISTANT**

Base Schedule: 183 Days / 7 Hours per Day / 1281 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 45 Hours	Range 5 60+ Hours	Range 6 Assoc. Degree
0	10.19	10.40	10.49	10.65	10.82	10.98
1	10.19	10.40	10.49	10.65	10.82	10.98
2	10.50	10.71	10.81	10.97	11.15	11.31
3	11.02	11.25	11.34	11.52	11.70	11.88
4	12.07	12.32	12.42	12.61	12.82	13.00
5	12.23	12.48	12.58	12.76	12.98	13.18
6	12.33	12.59	12.70	12.89	13.10	13.31
7	12.48	12.72	12.83	13.03	13.23	13.43
8	12.60	12.86	12.97	13.18	13.37	13.58
9	12.68	12.94	13.10	13.29	13.49	13.71
10	12.82	13.09	13.22	13.41	13.61	13.87
11	12.96	13.22	13.35	13.55	13.74	14.02
12	13.11	13.37	13.50	13.70	13.93	14.21
13	13.27	13.55	13.68	13.88	14.09	14.37
14	13.44	13.70	13.85	14.06	14.27	14.55
15	13.61	13.88	14.02	14.23	14.45	14.72
16	13.79	14.06	14.21	14.41	14.63	14.93
17	13.96	14.23	14.37	14.59	14.79	15.11
18	14.12	14.41	14.55	14.76	14.99	15.30
19	14.31	14.59	14.73	14.97	15.19	15.48
20	14.47	14.76	14.93	15.13	15.37	15.67
21	14.67	14.97	15.11	15.33	15.57	15.88
22	14.85	15.13	15.31	15.51	15.75	16.07
23	15.05	15.33	15.48	15.71	15.96	16.28
24	15.22	15.51	15.69	15.93	16.16	16.47
***25	15.41	15.71	15.88	16.10	16.36	16.68

Gadsden Independent School District
 Salary Schedule 2C
 INSTRUCTIONAL SUPPORT - LEVEL 3
 2009-10

REGULAR CLASSROOM INSTRUCTIONAL ASSISTANTS,
 REGULAR SPECIAL EDUCATION INSTRUCTIONAL ASSISTANT

Base Schedule: 183 Days / 7 Hours per Day / 1281 Hours per Year
 Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 45 Hours	Range 5 60+ Hours	Range 6 Assoc. Degree
0	10.15	10.15	10.15	10.19	10.37	10.63
1	10.15	10.15	10.15	10.19	10.37	10.63
2	10.15	10.15	10.32	10.50	10.68	10.95
3	10.37	10.61	10.84	11.02	11.22	11.50
4	11.36	11.62	11.87	12.07	12.29	12.59
5	11.50	11.75	12.02	12.23	12.44	12.74
6	11.60	11.87	12.12	12.33	12.56	12.86
7	11.72	12.01	12.26	12.48	12.69	13.00
8	11.86	12.14	12.37	12.59	12.81	13.12
9	11.97	12.24	12.49	12.72	12.96	13.24
10	12.10	12.34	12.59	12.84	13.10	13.36
11	12.24	12.47	12.71	12.97	13.23	13.49
12	12.37	12.62	12.88	13.12	13.38	13.67
13	12.54	12.78	13.04	13.31	13.57	13.83
14	12.69	12.93	13.21	13.46	13.72	14.01
15	12.84	13.10	13.36	13.62	13.89	14.20
16	13.01	13.27	13.55	13.80	14.08	14.35
17	13.18	13.43	13.69	13.99	14.26	14.57
18	13.34	13.60	13.87	14.15	14.44	14.71
19	13.49	13.76	14.06	14.33	14.61	14.92
20	13.67	13.94	14.22	14.51	14.79	15.10
21	13.85	14.11	14.41	14.68	14.98	15.29
22	14.01	14.29	14.58	14.88	15.17	15.45
23	14.20	14.46	14.75	15.06	15.36	15.67
24	14.35	14.66	14.96	15.24	15.56	15.87
***25	14.54	14.83	15.12	15.43	15.74	16.06

Gadsden Independent School District

Salary Schedule 2D

GUARDS

2009-10

SECURITY GUARDS (Range 1-3)

CROSSING GUARDS (Range 4)

Base Schedule: Security Guards - 183 Days / 8 Hours per Day / 1464 Hours per Year

Crossing Guards - 183 Days / 2 Hours per Day / 366 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

YRS	Range 1 High School	Range 2 15 Hours	Range 3 30 Hours	Range 4 Crossing Guards
0	10.50	10.71	11.00	7.78
1	10.50	10.71	11.00	7.78
2	10.82	11.03	11.33	8.01
3	11.36	11.59	11.90	8.42
4	11.93	12.17	12.50	8.84
5	12.07	12.32	12.64	8.94
6	12.18	12.42	12.76	9.08
7	12.32	12.56	12.91	9.21
8	12.44	12.70	13.03	9.32
9	12.59	12.85	13.15	9.45
10	12.74	12.99	13.26	9.55
11	12.89	13.14	13.38	9.65
12	13.06	13.33	13.61	9.79
13	13.26	13.54	13.80	9.95
14	13.45	13.72	14.01	10.09
15	13.67	13.94	14.23	10.24
16	13.87	14.15	14.43	10.39
17	14.07	14.36	14.65	10.56
18	14.29	14.57	14.88	10.71
19	14.51	14.78	15.09	10.87
20	14.72	15.00	15.31	11.03
21	14.94	15.24	15.55	11.20
22	15.16	15.47	15.78	11.36
23	15.40	15.71	16.02	11.54
24	15.62	15.94	16.25	11.70
*** 25	15.85	16.17	16.49	11.88

Gadsden Independent School District
 Salary Schedule 3B
 CLERICAL
 2009-10

LEVEL 1: CLERK, OFFICE CLERK, RECEPTIONIST/CLERK, MAIL CLERK
 LEVEL 2: REGISTRAR, ATTENDANCE CLERK, SUPERINTENDENT CLERK
 LEVEL 3: SECRETARY, MEDIA SECRETARY, DATA ENTRY CLERK, INSTRUCTIONAL MATERIALS
 CLERK, WAREHOUSE CLERK
 LEVEL 4: BOOKKEEPER, ADMINISTRATIVE SUPPORT, WAREHOUSE SUPPORT

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year
 Semi-Monthly Pay - 24 Checks per Year

YRS	Level 1	Level 2	Level 3	Level 4
0	9.12	9.40	9.68	9.98
1	9.12	9.40	9.68	9.98
2	9.40	9.68	9.97	10.28
3	9.87	10.17	10.47	10.80
4	10.36	10.67	10.99	11.33
5	10.50	10.81	11.13	11.48
6	10.66	10.98	11.31	11.66
7	10.83	11.17	11.50	11.85
8	11.01	11.34	11.68	12.04
9	11.20	11.53	11.88	12.24
10	11.38	11.72	12.07	12.44
11	11.58	11.91	12.27	12.63
12	11.76	12.10	12.48	12.86
13	11.96	12.32	12.69	13.06
14	12.16	12.52	12.99	13.28
15	12.35	12.72	13.11	13.50
16	12.56	12.94	13.32	13.71
17	12.76	13.15	13.55	13.96
18	12.94	13.36	13.77	14.19
19	13.19	13.59	14.00	14.41
20	13.41	13.81	14.23	14.65
21	13.63	14.04	14.45	14.90
22	13.86	14.27	14.70	15.13
23	14.07	14.51	14.94	15.38
24	14.32	14.74	15.17	15.64
25	14.55	14.98	15.43	15.91

Gadsden Independent School District
 Salary Schedule 4
 FOOD SERVICE MANAGERS
 2009-10

**FOOD SERVICE MANAGERS WILL BE PAID PER THIS SCHEDULE BASED ON THE
 PROJECTED NUMBER OF MEALS (BREAKFAST AND LUNCH) TO BE PREPARED EACH DA**

Base Schedule: 179 Days / 8 Hours per Day / 1432 Hours per Year
 Semi-Monthly Pay - 24 Checks per Year

Meals Per Day	Range 1	Range 2	Range 3	Range 4
0-675 Meals per day (List Schools)	14.44	14.53	14.56	14.61
676-1,300 Meals per day (List Schools)	14.96	15.04	15.09	15.12
1,300 or more Meals per day (List Schools)	15.48	15.56	15.61	15.61
Limited Capacity	10.94	11.00	11.04	11.09

Gadsden Independent School District
 Salary Schedule 5
 FOOD SERVICE PERSONNEL
 2009-10

<u>COOKS:</u>	<u>SERVERS:</u>
176 Days - 7 Hrs. Per Day	176 Days - 4 Hrs. Per Day
1,232 Hrs. Per Year	704 Hrs. Per Year
Semi-Monthly Pay - 24 Checks per Year	

YRS	Range 1 HS DIPLOMA G.E.D.	Range 2 SNA Level 1 CERTIFICATE	Range 3 SNA Level 2 CERTIFICATE	Range 4 UNIV. CR. (30+ HRS)
0	7.50	7.50	7.50	7.50
1	7.50	7.50	7.50	7.50
2	7.50	7.50	7.50	7.51
3	7.50	7.50	7.50	7.60
4	7.50	7.50	7.52	7.68
5	7.50	7.58	7.67	7.83
6	7.83	7.90	7.99	8.15
7	8.14	8.21	8.31	8.47
8	8.47	8.53	8.63	8.79
9	8.78	8.85	8.94	9.11
10	9.11	9.17	9.26	9.41
11	9.45	9.53	9.61	9.78
12	9.64	9.72	9.82	9.97
13	9.76	9.83	9.95	10.09
14	9.89	9.97	10.08	10.22
15	10.00	10.06	10.15	10.32
16	10.10	10.19	10.30	10.44
17	10.20	10.27	10.38	10.53
18	10.30	10.37	10.47	10.62
19	10.42	10.48	10.60	10.75
20	10.51	10.60	10.71	10.84
21	10.60	10.67	10.79	10.94
22	10.73	10.79	10.90	11.04
23	10.81	10.90	11.00	11.16
24	10.96	11.02	11.13	11.28
25	11.03	11.11	11.21	11.38

Gadsden Independent School District

Salary Schedule 6A

CUSTODIAL PERSONNEL

2009-10

HEAD CUSTODIAN - LEVEL 2: SUPERVISION OF 1 TO 3 EMPLOYEES
 HEAD CUSTODIAN - LEVEL 3: SUPERVISION OF 3.5 TO 5 EMPLOYEES
 HEAD CUSTODIAN - LEVEL 4: SUPERVISION OF 5.5 TO 8 EMPLOYEES
 HEAD CUSTODIAN - LEVEL 5: SUPERVISION OF 8.5 TO 12 EMPLOYEES
 HEAD CUSTODIAN - LEVEL 6: SUPERVISION OF 12+ EMPLOYEES

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year
 Semi-Monthly Pay - 24 Checks per Year

YRS	Custodian	Head Custodian				
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
0	8.18	8.48	8.78	9.04	9.16	9.28
1	8.18	8.48	8.78	9.04	9.16	9.28
2	8.43	8.74	9.05	9.31	9.44	9.56
3	8.85	9.17	9.50	9.78	9.91	10.03
4	9.29	9.63	9.97	10.26	10.41	10.54
5	9.42	9.76	10.10	10.39	10.47	10.67
6	9.60	9.95	10.31	10.60	10.67	10.89
7	9.89	10.23	10.59	10.91	11.20	11.54
8	10.18	10.53	10.89	11.22	11.53	11.88
9	10.48	10.82	11.18	11.52	11.87	12.21
10	10.77	11.11	11.47	11.83	12.20	12.55
11	10.98	11.32	11.69	12.06	12.44	12.80
12	11.13	11.50	11.87	12.25	12.61	12.98
13	11.30	11.67	12.05	12.42	12.81	13.18
14	11.47	11.86	12.24	12.61	12.99	13.37
15	11.70	12.02	12.41	12.80	13.19	13.57
16	11.82	12.20	12.60	12.99	13.38	13.79
17	11.99	12.38	12.78	13.19	13.59	13.99
18	12.17	12.57	12.98	13.38	13.80	14.20
19	12.35	12.75	13.18	13.59	14.01	14.41
20	12.53	12.95	13.37	13.79	14.21	14.62
21	12.73	13.15	13.57	14.00	14.43	14.85
22	12.92	13.35	13.77	14.21	14.65	15.07
23	13.11	13.55	13.99	14.42	14.87	15.30
24	13.31	13.74	14.20	14.63	15.09	15.53
25	13.50	13.98	14.41	14.87	15.31	15.75

Gadsden Independent School District
 Salary Schedule 6B
 MAINTENANCE PERSONNEL
 2009-10

LEVEL 1: BUILDING MECHANIC, GROUNDSKEEPER, MOTOR VEHICLE HELPER,
 CUSTODIAL SUPPORT PERSON, LOCKSMITH ASSISTANT
 LEVEL 2: APPRENTICE WELDER, PLUMBER, JR SPRINKLER, APPRENTICE ELECTRICIAN,
 WAREHOUSEPERSON, APPRENTICE LOCKSMITH, TELECOMMUNICATIONS ASSISTANT
 LEVEL 3: HEAVY EQUIPMENT OPERATOR (from welder), JR PLUMBER, SMALL CREW
 FOREMAN, JRM ELECTRICIAN, WASTEWATER TREATMENT TECHNICIAN I & II, HVAC
 TECHNICIAN (licensed), BOILER OPERATOR (JRM gas license), MOTOR VEHICLE TECHNICIAN,
 LICESED BUILDING MECHANIC, CERTIFIED LOCKSMITH, AV TECHNICIAN, COMPUTER
 SERVICES TECHNICIAN, TELECOMMUNICATIONS TECHNICIAN
 LEVEL 4: MASTER PLUMBER, LARGE CREW FOREMAN, MASTER ELECTRICIAN,
 WASTEWATER TREATMENT TECHNICIAN III & IV, MASTER GAS FITTER,
 COMMUNICATIONS SYSTEM SUPERVISOR, SNP WAREHOUSE SUPERVISOR, SNP
 EQUIPMENT TECHNICIAN

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year
 Semi-Monthly Pay - 24 Checks per Year

YRS	Level 1	Level 2	Level 3	Level 5
0	8.25	9.65	10.99	12.41
1	8.35	9.77	11.13	12.57
2	8.50	9.94	11.32	12.78
3	8.92	10.44	11.89	13.42
4	9.36	10.96	12.49	14.09
5	9.49	11.10	12.63	14.27
6	9.61	11.22	12.80	14.48
7	9.90	11.54	13.18	14.89
8	10.19	11.88	13.57	15.30
9	10.48	12.21	13.97	15.71
10	10.77	12.55	14.34	16.14
11	10.98	12.80	14.63	16.45
12	11.13	12.98	14.85	16.69
13	11.30	13.18	15.06	16.94
14	11.47	13.37	15.29	17.20
15	11.64	13.57	15.53	17.46
16	11.82	13.79	15.74	17.72
17	11.99	13.99	15.99	17.98
18	12.17	14.20	16.23	18.26
19	12.35	14.41	16.46	18.53
20	12.53	14.62	16.72	18.80
21	12.73	14.85	16.96	19.09
22	12.92	15.07	17.21	19.38
23	13.11	15.30	17.48	19.66
24	13.31	15.53	17.73	19.95
25	13.50	15.75	18.01	20.26

Expires 06/30/10

FINAL APPROVED

Board Approved

Gadsden Independent School District
 Salary Schedule 7
 ADMINISTRATIVE PERSONNEL
 2009-10

Base Schedule: 8 Hours per Day
 Semi-Monthly Pay - 24 Checks per Year

ADMIN. YRS. Exp.	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
CAMPUS ADMINISTRATION																					
Principals, Assistant Principals																					
Pay Grade 101	\$5,000	\$5,000	\$5,550	\$6,100	\$6,650	\$7,200	\$7,750	\$8,300	\$8,850	\$9,400	\$9,950	\$10,500	\$11,050	\$11,600	\$12,150	\$12,700	\$13,250	\$13,800	\$14,350	\$14,900	\$15,450
102	\$59,890	\$59,890	\$61,000	\$61,550	\$62,100	\$62,650	\$63,200	\$63,750	\$64,300	\$64,850	\$65,400	\$65,950	\$66,500	\$67,050	\$67,600	\$68,150	\$68,700	\$69,250	\$69,800	\$70,350	\$70,900
103	\$62,380	\$62,380	\$63,500	\$64,050	\$64,600	\$65,150	\$65,700	\$66,250	\$66,800	\$67,350	\$67,900	\$68,450	\$69,000	\$69,550	\$70,100	\$70,650	\$71,200	\$71,750	\$72,300	\$72,850	\$73,400
104	\$60,000	\$60,000	\$60,050	\$60,600	\$61,150	\$61,700	\$62,250	\$62,800	\$63,350	\$63,900	\$64,450	\$65,000	\$65,550	\$66,100	\$66,650	\$67,200	\$67,750	\$68,300	\$68,850	\$69,400	\$69,950
105	\$70,180	\$70,180	\$72,220	\$72,770	\$73,320	\$73,870	\$74,420	\$74,970	\$75,520	\$76,070	\$76,620	\$77,170	\$77,720	\$78,270	\$78,820	\$79,370	\$79,920	\$80,470	\$81,020	\$81,570	\$82,120
106	\$80,135	\$80,135	\$80,685	\$81,235	\$81,785	\$82,335	\$82,885	\$83,435	\$83,985	\$84,535	\$85,085	\$85,635	\$86,185	\$86,735	\$87,285	\$87,835	\$88,385	\$88,935	\$89,485	\$90,035	\$90,585

DISTRICT ADMINISTRATION

OTHER ADMINISTRATION - Asst. Purchasing Agent, Asst. Network Mgr., Custodial Srvc. Supervisor, Accts. Payable Supervisor, Payroll Supervisor, Fund Accountant

Pay Grade 201-A	\$90,785	\$90,785	\$92,195	\$93,370	\$94,545	\$95,720	\$96,895	\$98,070	\$99,245	\$100,420	\$101,595	\$102,770	\$103,945	\$105,120	\$106,295	\$107,470	\$108,645	\$109,820	\$110,995	\$112,170	\$113,345
201-B	\$99,010	\$99,010	\$100,290	\$101,570	\$102,850	\$104,130	\$105,410	\$106,690	\$107,970	\$109,250	\$110,530	\$111,810	\$113,090	\$114,370	\$115,650	\$116,930	\$118,210	\$119,490	\$120,770	\$122,050	\$123,330

COORDINATORS - Program/Department Coordinators, Purchasing Agent

Pay Grade 202-A	\$41,125	\$41,125	\$43,240	\$44,180	\$45,355	\$46,530	\$47,705	\$48,880	\$49,715	\$50,065	\$50,995	\$52,170	\$53,110	\$54,285	\$55,225	\$56,165	\$57,340	\$58,280	\$59,220	\$60,160	\$61,805
202-B	\$49,585	\$49,585	\$51,935	\$53,110	\$54,285	\$55,460	\$56,635	\$57,810	\$58,985	\$60,160	\$61,335	\$62,510	\$63,685	\$64,860	\$66,035	\$67,210	\$68,385	\$69,560	\$70,735	\$71,910	\$73,085
202-C	\$57,810	\$57,810	\$60,630	\$61,805	\$62,980	\$64,155	\$65,330	\$66,505	\$67,680	\$68,855	\$70,030	\$71,205	\$72,380	\$73,555	\$74,730	\$75,905	\$77,080	\$78,255	\$79,430	\$80,605	\$81,780

DIRECTORS

Pay Grade 203	\$68,150	\$68,150	\$69,090	\$70,030	\$70,970	\$71,910	\$72,850	\$73,790	\$74,730	\$75,670	\$76,610	\$77,550	\$78,490	\$79,430	\$80,370	\$81,310	\$82,250	\$83,190	\$84,130	\$85,070	\$86,010
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EXECUTIVE DIRECTORS

Pay Grade 204	\$71,793	\$71,793	\$74,143	\$75,083	\$76,140	\$77,315	\$78,373	\$79,430	\$80,370	\$81,428	\$82,368	\$83,308	\$84,248	\$85,188	\$86,245	\$87,185	\$88,125	\$89,065	\$90,005	\$91,258	\$92,033
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ASSOCIATE SUPERINTENDENTS

Pay Grade 205	\$75,435	\$75,435	\$79,195	\$80,135	\$81,310	\$82,720	\$83,895	\$85,070	\$86,010	\$87,185	\$88,000	\$88,900	\$90,005	\$90,945	\$92,120	\$93,060	\$94,000	\$95,000	\$96,000	\$97,000	\$97,925
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DEPUTY SUPERINTENDENT

Pay Grade 206	\$81,310	\$81,310	\$85,305	\$86,480	\$87,655	\$88,830	\$90,005	\$91,415	\$92,355	\$93,295	\$94,235	\$95,175	\$96,115	\$97,055	\$98,230	\$99,170	\$100,110	\$101,050	\$102,225	\$103,655	\$104,195
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Pay Grade	Days	Position	School Size Adjustment		Years of Service Credit - All Positions
			> 1,000 Students	> 2,000 Students	
101	200	ASSISTANT PRINCIPAL - Elementary School	NONE	NONE	<ul style="list-style-type: none"> * A maximum of 5 years Out-of-District experience will be accepted for employees new to a position. * In-District experience will be accepted for all years of Administrative service for GISD. * Credit for a full year on the Salary Schedule will be given to employees if they have worked a minimum of 1/2 of their contract days in the current position * Leave Accruals - 235 Day Positions * Annual Leave will be accrued at the rate of 20 days per year * Leave Accruals - All Positions * 2 Days General Leave will be advanced at the beginning of the year and an additional 13 days will be accrued during the year;
102	210	ASSISTANT PRINCIPAL - Middle School	NONE	NONE	
103	210	ASSISTANT PRINCIPAL - High School	NONE	NONE	
104	200	PRINCIPAL - Elementary School	NONE	NONE	
105	235	PRINCIPAL - Middle School	+\$10 Per Day	NONE	
106	235	PRINCIPAL - High School	+\$10 Per Day	-\$20 Per Day	
201-A	235	OTHER ADMINISTRATION - Range 1: BA/BS Degreed in Unrelated Field or Non-Degreed			
201-B	235	OTHER ADMINISTRATION - Range 2: BA/BS Degreed in Related Field			
202-A	235	COORDINATORS - Range 1: BA/BS Degreed in Unrelated Field or Non-Degreed			
202-B	235	COORDINATORS - Range 2: BA/BS Degreed in Related Field			
202-C	235	COORDINATORS - Range 3: Level III NW Administrative License			
203	235	DIRECTORS			
204	235	EXECUTIVE DIRECTORS			
205	235	ASSOCIATE SUPERINTENDENTS			
206	235	DEPUTY SUPERINTENDENT			

Gadsden Independent School District
Athletic Incerments
2009-10

HIGH SCHOOLS:

POSITION	CHS	GHS	STHS
FOOTBALL HEAD	11,008.00	11,008.00	11,008.00
FOOTBALL VARSITY OFFENSIVE COORDINATOR	3,744.00	3,744.00	3,744.00
FOOTBALL VARSITY DEFENSIVE COORDINATOR	3,744.00	3,744.00	3,744.00
FOOTBALL ASSISTANT VARSITY	2,870.00	2,870.00	2,870.00
FOOTBALL ASSISTANT VARSITY	2,870.00	2,870.00	2,870.00
FOOTBALL JV	2,870.00	2,870.00	2,870.00
FOOTBALL ASSISTANT JV	2,745.00	2,745.00	2,745.00
FOOTBALL 9TH	2,371.00	2,371.00	2,371.00
FOOTBALL ASSISTANT 9TH	1,872.00	1,872.00	1,872.00
VOLLEYBALL HEAD VARSITY	4,968.00	4,968.00	4,968.00
VOLLEYBALL ASSISTANT VARSITY	3,000.00	3,000.00	3,000.00
VOLLEYBALL JV	2,246.00	2,246.00	2,246.00
VOLLEYBALL 9TH	2,246.00	2,246.00	2,246.00
CROSS COUNTRY HEAD	2,080.00	2,080.00	2,080.00
SOCCER HEAD BOYS VARSITY	3,739.00	3,739.00	3,739.00
SOCCER ASST. BOYS VARSITY	2,000.00	2,000.00	2,000.00
SOCCER BOYS JV	1,890.00	1,890.00	1,890.00
SOCCER HEAD GIRLS VARSITY	3,739.00	3,739.00	3,739.00
SOCCER ASST. GIRLS VARSITY	2,000.00	2,000.00	2,000.00
SOCCER GIRLS JV	1,890.00	1,890.00	1,890.00
BASKETBALL HEAD BOYS VARSITY	8,508.00	8,508.00	8,508.00
BASKETBALL ASST. BOYS VARSITY	3,744.00	3,744.00	3,744.00
BASKETBALL BOYS JV	2,995.00	2,995.00	2,995.00
BASKETBALL BOYS 9TH	2,745.00	2,745.00	2,745.00
BASKETBALL HEAD GIRLS VARSITY	8,508.00	8,508.00	8,508.00
BASKETBALL ASST. GIRLS VARSITY	3,744.00	3,744.00	3,744.00
BASKETBALL GIRLS JV	2,995.00	2,995.00	2,995.00
BASKETBALL GIRLS 9TH	2,745.00	2,745.00	2,745.00
WRESTLING HEAD	3,260.00	3,260.00	3,260.00
WRESTLING ASST.	1,872.00	1,872.00	1,872.00
BASEBALL HEAD VARSITY	3,874.00	3,874.00	3,874.00
BASEBALL ASST. VARSITY	2,496.00	2,496.00	2,496.00
BASEBALL JV	1,872.00	1,872.00	1,872.00
BASEBALL 9TH	1,872.00	1,872.00	1,872.00
SOFTBALL HEAD VARSITY	3,874.00	3,874.00	3,874.00
SOFTBALL ASST. VARSITY	2,496.00	2,496.00	2,496.00
SOFTBALL JV	1,872.00	1,872.00	1,872.00
SOFTBALL 9TH	1,872.00	1,872.00	1,872.00
TRACK HEAD VARSITY	3,874.00	3,874.00	3,874.00
TRACK ASSISTANT #1	1,996.00	1,996.00	1,996.00
TRACK ASSISTANT #2	1,872.00	1,872.00	1,872.00
TRACK ASSISTANT #3	1,872.00	1,872.00	1,872.00
TRACK ASSISTANT #4	1,872.00	1,872.00	1,872.00
TENNIS HEAD VARSITY	3,000.00	3,000.00	3,000.00
GOLF HEAD VARSITY	2,280.00	2,280.00	2,280.00
TRAINER HEAD + 20 DAYS EA.	8,736.00	8,736.00	8,736.00
CHEERLEADING HEAD	5,226.00	5,226.00	5,226.00
CHEERLEADING ASST. JV	1,872.00	1,872.00	1,872.00
CHEERLEADING ASST. 9TH	1,497.00	1,497.00	1,497.00

Gadsden Independent School District
Athletic Increments
2009-10

MIDDLE SCHOOLS:

POSITION	GMS	GMS	STMS
FOOTBALL HEAD	2,700.00	2,700.00	2,700.00
FOOTBALL ASST.	1,512.00	1,512.00	1,512.00
FOOTBALL ASST.	1,512.00	1,512.00	1,512.00
FOOTBALL ASST.	1,512.00	1,512.00	1,512.00
VOLLEYBALL HEAD	1,800.00	1,800.00	1,800.00
VOLLEYBALL ASST.	1,260.00	1,260.00	1,260.00
BASKETBALL HEAD GIRLS	2,300.00	2,300.00	2,300.00
BASKETBALL ASST. GIRLS	1,512.00	1,512.00	1,512.00
BASKETBALL HEAD BOYS	2,300.00	2,300.00	2,300.00
BASKETBALL ASST. BOYS	1,512.00	1,512.00	1,512.00
TRACK HEAD	1,800.00	1,800.00	1,800.00
TRACK ASST.	1,260.00	1,260.00	1,260.00
TENNIS HEAD	1,300.00	1,300.00	1,300.00
CHEERLEADING HEAD	2,100.00	2,100.00	2,100.00
SOCCER HEAD BOYS	1,500.00	1,500.00	1,500.00
SOCCER ASST. BOYS	1,000.00	1,000.00	1,000.00
SOCCER HEAD GIRLS	1,500.00	1,500.00	1,500.00
SOCCER ASST. GIRLS	1,000.00	1,000.00	1,000.00
	188,713.00	188,713.00	188,713.00
			566,139.00

Gadsden Independent School District
 Activity Increments
 2009-10

Current Salaries		2008-09 Approved	
EXTRA-CURRICULAR-ELEMENTARY (K-6)			
English Spelling Bee	ACT ESB	500	
Spanish Spelling Bee	ACT SSB	500	
Geography Bee	ACT GEOG	500	
Battle of the Books	ACTBBKS	500	
Literary Festival	ACT LF	650	
Art Council/Show	ACT AC/S	750	
Translator	ACT TRAN	450	
Enrichment (DI/Future Problem Solvers/Science Fair)	ACT ENRI	970	
Site Specific	ACT SITE	1,500	
		6,320	PER ELEMENTARY SCHOOL
		88,482	14 SCHOOLS
INSTRUCTIONAL-MIDDLE:			
Band - Head	ACT BNDHD MS	1,912	
Band - Summer/Intercession	ACT BNDSUM MS	1,072	
After School Study Hall	ACT ASH MS	1,000	
After School Study Hall	ACT ASH MS	1,000	
After School Detention	ACT ASDT MS	750	
Chorus	ACT CHRS MS	750	
I-CAT Chair	ACT ICATC	850	1 PER SCHOOL
I-CAT Team Member	ACT ICATTM	300	4 PER SCHOOL
Team Leader 8th	ACT TL8 MS	750	
Team Leader 8th	ACT TL8 MS	750	
Team Leader 7th	ACT TL7 MS	750	
Team Leader 7th	ACT TL7 MS	750	
Team Leader Bilingual	ACT TLB MS	750	
Team Leader Special Education	ACT TLSE MS	750	
		13,035	PER MIDDLE SCHOOL
		39,164	3 SCHOOLS
EXTRA-CURRICULAR-MIDDLE:			
Battle of the Books	ACT BBKS	500	
Enrichment	ACT ENRI	964	
English Spelling Bee	ACT ESB	500	
Geography Bee	ACT GEOG	500	
Translator	ACT TRAN	429	
National Junior Society	ACT NJS	643	
Newspaper	ACT NWS	643	
Student Council	ACT SC	750	
Yearbook	ACT YB	1,179	
Drama	ACT DRM	750	
Academic Team	ACT ACDTEAM	650	
Site Specific	ACT SITE	1,500	
		9,008	PER MIDDLE SCHOOL
		27,024	3 SCHOOLS
INSTRUCTIONAL-HIGH:			
Band - Head	ACT BNDHD	5,778	
Band - Asst. (If Needed - 120+ Students)	ACT BNDAST	1,072	
Band - Summer	ACT BNDSUM	1,607	
After School Detention	ACT ASDT	857	
Noon Detention / ISS - GHS	ACT NDT	750	4 INCREMENTS
Noon Detention / ISS - STHS	ACT NDT	750	3 INCREMENTS
Noon Detention / ISS - CHS	ACT NDT	750	2 INCREMENTS
Chorus	ACT CHRS	1,607	
Drama	ACT DRM	1,286	
Department Head - Business	ACT DHBS	964	
Department Head - English Lang.	ACT DHEL	964	
Department Head - FACS	ACT FACS	964	
Department Head - Fine Arts	ACT DHFA	964	

Gadsden Independent School District
 Activity Increments
 2009-10

Current Stipends		2008-09 Approved	
Department Head - Guidance	ACT DHGU	964	
Department Head - Industrial Arts	ACT DHIA	964	
Department Head - Library/AV	ACT DHLIB	1,072	
Department Head - Math	ACT DHMT	964	
Department Head - Modern Lang.	ACT DHML	964	
Department Head - NJROTC	ACT DHNJ	1,179	
Department Head - PAL	ACT DHPAL	964	
Department Head - P.E.	ACT DHPE	964	
Department Head - Science	ACT DHSC	964	
Department Head - Social Studies	ACT DHSS	964	
Department Head - Special Ed.	ACT DHSE	964	
		29,241	PER HIGH SCHOOL
		92,223	3 SCHOOLS
EXTRA-CURRICULAR-HIGH:			
Academic Team	ACT ACDTEAM	1,300	
Art Club	ACT AC	857	
Astronomy Club - GHS	ACT ASTC	1,072	
Auto VICA - GHS	ACT AUTO	1,072	
BPA	ACT BPA	850	
Chicano Club	ACT CC	857	
Class - Senior	ACT SENCL	1,600	
Class - Junior	ACT JUNCL	1,500	
Class - Sophomore	ACT SOCL	1,000	
Class - Freshman	ACT FRCL	964	
FCCLA	ACT FCCLA	850	
FEA	ACT FEA	850	
FHA	ACT FHA	857	
FFA Assistant (75+ Students)	ACT EFAA	750	
FFA	ACT FFA	1,822	
Flag Corp	ACT FLAG	857	
Jazz Cats - GHS	ACT JZCT	1,072	
I-CAT Chair	ACT ICATC	850	1 PER SCHOOL
I-CAT Team Member	ACT ICATTM	300	4 PER SCHOOL
Language Club	ACT LC	750	
Letterman's Club	ACT LC	964	
Mariachi	ACT MCH	1,179	
National Honor Society	ACT NHS	1,179	
National Spanish Honor Society	ACT NSHS	1,072	
Newspaper	ACT NWS	1,179	
Science Olympiad/Club	ACT SCOY	964	
Skills USA	ACT SUSA	850	
Student Council	ACT SC	1,393	
Student Council Asst. (75+ students)	ACT SCA	500	
Yearbook	ACT YB	1,393	
Teens in Prevention	ACT TIP	643	
Video Yearbook	ACT VIDY	857	
Mock Trial	ACT MCT	857	
Literary Magazine - STHS	ACT LM	857	
Site Specific	ACT SITE	2,500	
		37,318	PER HIGH SCHOOL
		111,955	3 SCHOOLS
OTHER DISTRICT:			
MESA - GHS	ACT MESA	1,500	2 PER SCHOOL BASED
MESA - CHS	ACT MESA	1,500	ON STUDENT
MESA - GMS	ACT MESA	1,500	PARTICIPATION
MESA - CMS	ACT MESA	1,500	
		6,000	
		12,000	4 SCHOOLS
District Academic Competition Coordinator	ACT ACDCOMP	2,000	SUPERINTENDENT
District Battle of the Books Coordinator	ACT BBKS	750	SUPERINTENDENT
District English Spelling Bee Coordinator	ACT ESPBEE	750	SUPERINTENDENT
TOTAL		374,288	

Note: All increment amounts may be split as needed at the campus level but must be used for the intended program