



**2008-09 Salary Schedules**

**Round Rock Independent School District**

**2008–09 SALARY SCHEDULE FOR  
TEACHERS, LIBRARIANS, AND NURSES (RNs)**

<b>Years Experience</b>	<b>Bachelors Degree</b>	<b>Masters Degree</b>	<b>Doctorate Degree</b>
0	\$41,000	\$42,000	\$43,000
1	\$41,500	\$42,500	\$43,500
2	\$41,800	\$42,800	\$43,800
3	\$42,100	\$43,100	\$44,100
4	\$42,460	\$43,460	\$44,460
5	\$42,985	\$43,985	\$44,985
6	\$43,510	\$44,510	\$45,510
7	\$43,818	\$44,818	\$45,818
8	\$43,991	\$44,991	\$45,991
9	\$44,164	\$45,164	\$46,164
10	\$44,399	\$45,399	\$46,399
11	\$45,121	\$46,121	\$47,121
12	\$45,844	\$46,844	\$47,844
13	\$46,567	\$47,567	\$48,567
14	\$47,291	\$48,291	\$49,291
15	\$48,013	\$49,013	\$50,013
16	\$48,703	\$49,703	\$50,703
17	\$49,654	\$50,654	\$51,654
18	\$50,654	\$51,654	\$52,654
19	\$51,343	\$52,343	\$53,343
20	\$52,031	\$53,031	\$54,031
21	\$52,720	\$53,720	\$54,720
22	\$53,626	\$54,626	\$55,626
23	\$54,528	\$55,528	\$56,528
24	\$55,363	\$56,363	\$57,363
25	\$56,174	\$57,174	\$58,174
26	\$56,951	\$57,951	\$58,951
27	\$57,697	\$58,697	\$59,697
28	\$58,403	\$59,403	\$60,403
29	\$59,062	\$60,062	\$61,062
30+	\$59,434	\$60,434	\$61,434

1. Annual salary is based on 10-month employee service calendar for 187 days.
2. Extra duty or stipend pay will be added to this schedule.
3. Future salaries cannot be predicted from this schedule.
4. Current RRISD teachers formerly on the Career Ladder will have \$1,500 added for Level II and \$2,000 for Level III.

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**2008-09 SALARY SCHEDULE FOR  
COUNSELORS AND OTHER LICENSED PROFESSIONALS**

<b>Years Experience</b>	<b>Annual Salary</b>
0	\$46,000
1	\$46,500
2	\$46,800
3	\$47,100
4	\$47,460
5	\$47,985
6	\$48,510
7	\$48,818
8	\$48,991
9	\$49,164
10	\$49,399
11	\$50,121
12	\$50,844
13	\$51,567
14	\$52,291
15	\$53,013
16	\$53,703
17	\$54,654
18	\$55,654
19	\$56,343
20	\$57,031
21	\$57,720
22	\$58,626
23	\$59,528
24	\$60,363
25	\$61,174
26	\$61,951
27	\$62,697
28	\$63,403
29	\$64,062
30+	\$64,434

1. Annual salary is based on 10-month employee service calendar for 187 days.
2. Extra duty or stipend pay will be added to this schedule.
3. Future salaries cannot be predicted from this schedule.

**Administrative / Professional Salary Schedule  
2008-09**

**Pay Grade 101**

<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>\$164.83</b>	<b>\$206.04</b>	<b>\$247.25</b>
<b>187</b>	\$30,823	\$38,529	\$46,235
<b>200</b>	\$32,966	\$41,208	\$49,449
<b>226</b>	\$37,252	\$46,565	\$55,878
Accountant		Community Liaison – SSHS Grant	
Analyst – Data		Community Liaison	
Analyst – Registration & Records			

**Pay Grade 102**

<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>\$181.32</b>	<b>\$226.64</b>	<b>\$271.97</b>
<b>187</b>	\$33,905	\$42,382	\$50,858
<b>195</b>	\$35,356	\$44,195	\$53,034
<b>220</b>	\$39,890	\$49,860	\$59,833
<b>226</b>	\$40,977	\$51,221	\$61,465
<b>260</b>	\$47,141	\$58,927	\$70,712
Coord. – Safety/Risk Management		Custodial Services Trainer	
Coord. – 21 <sup>st</sup> Century Grant		ELL Case Manager	
Coord. – Case Manager, Home Grant		High School Completion Specialist	
Coord. – Case Manager, SSHS Grant		Supervisor - General Maintenance	
Coord. – Community Relations		Supervisor – Hardware	
Coord. – Custodial Services		Supervisor - IPM/Grounds	
Coord. – HS Initiative Grant/Parent Center		Manager – Distribution Services	
Coord. – In-Home Training		Manager – Print/Media Services	
Coord. – Gifted & Advanced Academic Svcs		Parent Liaison	
Coord. – Technical Production/PAC		Senior Buyer	
Coord. – Textbooks			

**Pay Grade 103**

<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>\$203.07</b>	<b>\$253.84</b>	<b>\$304.62</b>
<b>187</b>	\$37,974	\$47,468	\$56,963
<b>195</b>	\$39,598	\$49,499	\$59,400
<b>200</b>	\$40,614	\$50,768	\$60,923
<b>226</b>	\$45,893	\$57,368	\$68,843
<b>260</b>	\$52,798	\$65,999	\$79,200
Accounting Supervisor		Coord. – Service Learning SSHS Grant	
Asst. Dir – Accounts Payable		Coord. – Student Transition Program	
Asst. Dir – Career Development		Coord. – Teen Parent	
Asst. Dir – Planning		Director – Child Care Center	
Auditor, Senior		Program Coord. – Early Reading First	
Coord. – Benefits		Supervisor – Maintenance Night Shift	
Coord. – Certification & Emp Records		Supervisor – Electrical Systems	
Coord. – Deaf Education		Supervisor – Bus Mechanics	
Coord. – Grants		Supervisor – Electrical	
Coord. – HR Information Systems		Supervisor – HVAC	
Coord. - Mentors		Supervisor – Plumbing	
Coord. – Parent Education SSHS Grant		Web Technical Administrator	
Coord. – Payroll		Web Content Administrator	
Coord. – SSHS Program Coordinator		Video Services Administrator	

**Pay Grade 104**

<b>Daily</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
	<b>\$233.53</b>	<b>\$291.92</b>	<b>\$350.31</b>
<b>210</b>	\$49,041	\$61,303	\$73,564
<b>226</b>	\$52,778	\$65,973	\$79,169
Asst. Dir – Maintenance		Manager – Campus Business	
Asst. Dir – Purchasing		Manager – Electrical Projects	
Asst. Dir – Transportation		Manager – Video Services	
Asst. Principal – Elementary/DAEP		Manager - PAC	
Coord. – Student Support Teams		Manager – Technical Support	
Coord. – College Career Readiness		Network Specialist	
Coord. – DATE Grant		Student System Analyst	
Financial Analyst		Systems Administrator	
Lead Curriculum Specialist		Tax Collector	
Manager – Audit		Technology Integration Specialist	

**Pay Grade 105**

Daily	Minimum \$252.22	Midpoint \$315.27	Maximum \$378.33
205	\$51,704	\$64,630	\$77,556
210	\$52,965	\$66,207	\$79,448
215	\$54,226	\$67,783	\$81,340
226	\$57,001	\$71,251	\$85,501
260	\$65,576	\$81,970	\$98,364
Asst. Dir – Career & Technology		Manager – Construction Projects	
Asst. Principal – Middle School		Manager – Custodial Services	
Business Analyst		Manager – Student Application Support	
Coord. – CREDO		Manager - Telecommunications	
Coord. – Grants		Programmer/Analyst	
Coord. – Literacy Intervention/Dyslexia		Supervisor – 21 <sup>st</sup> Century Grant	
Coord. – Special Programs/STAR Center		Supervisor – Safe Schools Grants	
Coord. – ESL/Bilingual		Supervisor – Professional Development	
Coord. -GOALS		Supervisor – Community Partnership	
Data Warehouse Administrator			

**Pay Grade 106**

Daily	Minimum \$272.40	Midpoint \$340.49	Maximum \$408.59
205	\$55,841	\$69,800	\$83,760
210	\$57,203	\$71,503	\$85,802
215	\$58,565	\$73,205	\$87,845
226	\$61,561	\$76,951	\$92,340
Asst. Dir – Athletics		Director – Gifted/Talented	
Asst. Dir – Secondary Staffing		Director – Grants/Program Eval	
Asst. Dir – HR Services		Director – Guidance Services	
Asst. Principal – Alternative Education		Director – Health Services	
Asst. Principal – 9 <sup>th</sup> Grade Campus		Director – Instructional Technology	
Asst. Principal – High School		Director – Library/Media Services	
Coord. – Campus Athletics		Director – Payroll/Benefits	
Director – Bilingual/ESL/PK		Manager – Business Systems	
Director – Community Schools		Senior Construction Manager	
Director – Curriculum		Supervisor – Special Education	
Director – Recruitment & Retent./Elem Staffing			

**Pay Grade 107**

Daily	Minimum \$294.18	Midpoint \$367.73	Maximum \$441.28
220	\$64,720	\$80,900	\$97,081
226	\$66,485	\$83,107	\$99,729
Assoc. Dir – Special Education		Director – Safety/Risk Management	
Assoc. Principal – High School/9 <sup>th</sup> Grade		Principal – Elementary	
Director – Assessment/Research		Principal/Coach	
Director – Maintenance		Systems Admin Lead	
Director – Purchasing		System Engineer	

**Pay Grade 108**

Daily	Minimum	Midpoint	Maximum
	<b>\$317.73</b>	<b>\$397.15</b>	<b>\$476.58</b>
<b>226</b>	\$71,806	\$89,756	\$107,706
Director – Construction/Facilities		Director – Staffing	
Director – Financial Services		Principal – Alternative Education	
Director – Fine Arts		Principal – Middle School	
Director – HR Services		Systems Engineer – Lead	
Director – MIS			

**Pay Grade 109**

Daily	Minimum	Midpoint	Maximum
	<b>\$349.49</b>	<b>\$436.87</b>	<b>\$524.24</b>
<b>226</b>	\$78,984	\$98,731	\$118,478
Director – Athletics		Director – Special Education	
Director – Budget/Business Services		Director – Student Diversity & Learning	
Director – Community Relations		Director – Student Support Svcs & College/Career Readiness	
Director – Elementary Education		Director – LD Development/Student Support Initiative	
Director – Legal Services/Campus Issues			
Director – Secondary Education			

**Pay Grade 110**

Daily	Minimum	Midpoint	Maximum
	<b>\$384.44</b>	<b>\$480.55</b>	<b>\$576.66</b>
<b>226</b>	\$86,882	\$108,603	\$130,325
Exec. Dir – Assessment & Audit		Principal, High School	

**Pay Grade 111**

Daily	Minimum	Midpoint	Maximum
	<b>\$430.56</b>	<b>\$538.21</b>	<b>\$645.85</b>
<b>226</b>	\$97,307	\$121,635	\$145,963
Asst. Supt – Human Resources		Exec Director – Long Range Planning & Business Systems	
Asst. Supt – Secondary Education		Exec Director – MIS	
Asst. Supt – Elementary Education		Exec Director – Operations & Facilities	
Asst. Supt – Instructional Support			

**Pay Grade 112**

Daily	Minimum	Midpoint	Maximum
	<b>\$482.23</b>	<b>\$602.80</b>	<b>\$723.36</b>
<b>226</b>	\$108,985	\$136,232	\$163,479
Chief Financial Officer		Deputy Supt – Instruction	

**Administrative & Instructional Support Salary Schedule  
2008-09**

**Pay Grade 201**

Hourly	Minimum	Midpoint	Maximum
	<b>\$10.67</b>	<b>\$13.33</b>	<b>\$16.00</b>
<b>185</b>	\$15,785	\$19,731	\$23,677
<b>226</b>	\$19,283	\$24,104	\$28,925
Campus Office Assistant		Office Assistant - Print Services	
Campus Office Assistant - Special Ed			

**Pay Grade 202**

Hourly	Minimum	Midpoint	Maximum
	<b>\$11.52</b>	<b>\$14.40</b>	<b>\$17.28</b>
<b>183</b>	\$16,871	\$21,085	\$25,299
Child Care Assistant		Library Assistant	
Educational Assistant II			

**Pay Grade 203**

Hourly	Minimum	Midpoint	Maximum
	<b>\$12.33</b>	<b>\$15.41</b>	<b>\$18.49</b>
<b>183</b>	\$18,054	\$22,564	\$27,073
<b>185</b>	\$18,251	\$22,810	\$27,369
<b>226</b>	\$22,296	\$27,865	\$33,435
Accounting Assistant - High School		Health Records Specialist	
Administrative Office Specialist		Library Assistant - Title I	
Campus Office Specialist		Office Asst – Textbooks	
Campus Office Specialist - Special Ed		Receptionist – Central/MS/HS	
Educational Assistant II - Title I			

**Pay Grade 204**

Hourly	Minimum	Midpoint	Maximum
	<b>\$13.19</b>	<b>\$16.49</b>	<b>\$19.80</b>
<b>183</b>	\$19,311	\$24,146	\$28,981
<b>185</b>	\$19,522	\$24,410	\$29,298
<b>190</b>	\$20,049	\$25,069	\$30,089
Attendance Specialist - HS/9th Grade Center		Lead Child Care Assistant	
Attendance Specialist - Middle School		Records Processor - Special Ed	
Educational Assistant III		Records Processor - SDLP	
Job Coach			

Annualized salaries are based on an 8-hour work day.

**Pay Grade 205**

Hourly	Minimum <b>\$14.12</b>	Midpoint <b>\$17.64</b>	Maximum <b>\$21.17</b>
<b>185</b>	\$20,897	\$26,114	\$31,331
<b>187</b>	\$21,123	\$26,396	\$31,669
<b>205</b>	\$23,156	\$28,937	\$34,718
<b>226</b>	\$25,528	\$31,901	\$38,274
Accounting Associate I Administrative Assistant – Campus/Central/Dept Administrative Assistant - RROC/Alt School Attendance Specialist – Elementary/DAEP		Educational Assistant III - Title I Embedded Staff Development Instr. Asst Energy Management Specialist Work Control Scheduler	

**Pay Grade 206**

Hourly	Minimum <b>\$15.10</b>	Midpoint <b>\$18.88</b>	Maximum <b>\$22.65</b>
<b>176</b>	\$21,260	\$26,578	\$31,897
<b>205</b>	\$24,763	\$30,958	\$37,153
<b>226</b>	\$27,299	\$34,129	\$40,958
Program-Based Substitute Registrar – MS/9 <sup>th</sup> Grade/Comm Ed Accounting Specialist I		Secondary Registration/Records Specialist Specialist – AP/AR/Benefits/HR/Payroll/Purchasing Sr. Admin Assistant - Central	

**Pay Grade 207**

Hourly	Minimum <b>\$16.16</b>	Midpoint <b>\$20.20</b>	Maximum <b>\$24.24</b>
<b>220</b>	\$28,441	\$35,552	\$42,662
<b>226</b>	\$29,217	\$36,521	\$43,825
Admin Associate – 9 <sup>th</sup> /Central/Elem/MS/Success Facilities Request Specialist Information/Employee Identification Specialist		Registration Technology Specialist Sr. Accounting Associate - HS Campus/Tax Office	

**Pay Grade 208**

Hourly	Minimum <b>\$17.29</b>	Midpoint <b>\$21.61</b>	Maximum <b>\$25.94</b>
<b>183</b>	\$25,314	\$31,642	\$37,971
<b>187</b>	\$25,867	\$32,334	\$38,801
<b>226</b>	\$31,262	\$39,078	\$46,893
Department Budget Specialist Educational Interpreter I Licensed Vocational Nurse (LVN) Senior HR Records Specialist		Migrant/Homeless Specialist Open Records Specialist Testing Specialist I	

Annualized salaries are based on an 8-hour work day.

**Pay Grade 209**

Hourly	Minimum	Midpoint	Maximum
	<b>\$18.50</b>	<b>\$23.13</b>	<b>\$27.75</b>
183	\$27,088	\$33,860	\$40,633
226	\$33,453	\$41,817	\$50,180
Accounting Specialist II		Senior Payroll Specialist	
Communication Specialist		Sr. Administrative Associate - Central Office/Legal Services	
Educational Interpreter II		Sr. Administrative Associate – HS Campus/RROC	

**Pay Grade 210**

Hourly	Minimum	Midpoint	Maximum
	<b>\$20.17</b>	<b>\$25.21</b>	<b>\$30.25</b>
183	\$29,528	\$36,906	\$44,285
185	\$29,851	\$37,310	\$44,769
226	\$36,466	\$45,578	\$54,691
Budget Specialist		Executive Assistant	
Buyer		Fixed Assets Specialist	
Certified Occupational Therapy Assistant		Spanish Translator Specialist	
Certified Physical Therapy Assistant		Testing Specialist II	
Educational Interpreter III			

**Pay Grade 211**

Hourly	Minimum	Midpoint	Maximum
	<b>\$21.99</b>	<b>\$27.48</b>	<b>\$32.98</b>
226	\$39,753	\$49,687	\$59,621
Executive Assistant - Superintendent's Office			

Annualized salaries are based on an 8-hour work day.

**Operations Support Salary Schedule  
2008-09**

**Pay Grade 301**

Hourly	Minimum	Midpoint	Maximum
	<b>\$7.71</b>	<b>\$9.64</b>	<b>\$11.56</b>
<b>180</b>	\$11,097	\$13,874	\$16,652
Crossing Guard		Lunchroom Monitor	

**Pay Grade 302**

Hourly	Minimum	Midpoint	Maximum
	<b>\$9.10</b>	<b>\$11.37</b>	<b>\$13.65</b>
<b>176</b>	\$12,812	\$16,012	\$28,381
<b>260</b>	\$18,928	\$23,655	\$28,381
Bus Support Assistant (SE) Custodian		Food Service Assistant	

**Pay Grade 303**

Hourly	Minimum	Midpoint	Maximum
	<b>\$10.16</b>	<b>\$12.71</b>	<b>\$15.25</b>
<b>176</b>	\$14,306	\$17,889	\$21,473
<b>180</b>	\$14,631	\$18,296	\$21,961
<b>183</b>	\$14,875	\$18,601	\$22,327
<b>260</b>	\$21,134	\$26,428	\$31,722
Custodial Services Driver Food Service Cook (Central Kitchen) Food Service Driver Food Service Manager-in-Training (MIT)		Groundskeeper Mail Processor Parking Lot Security Hall Monitor - Secondary	

**Pay Grade 304**

Hourly	Minimum	Midpoint	Maximum
	<b>\$11.36</b>	<b>\$14.20</b>	<b>\$17.04</b>
<b>183</b>	\$16,634	\$20,789	\$24,944
<b>260</b>	\$23,634	\$29,537	\$35,440
Food Service Assistant Manager Food Service Lead Cook Food Service Warehouse Assistant I		Groundskeeper - Athletics Lead Elementary Custodian	

**Pay Grade 305**

Hourly	Minimum	Midpoint	Maximum
	<b>\$12.35</b>	<b>\$15.44</b>	<b>\$18.53</b>
<b>260</b>	\$25,692	\$32,121	\$38,549
Heavy Equipment Operator/Groundskeeper Lead Custodian – Middle School Special Ed Bus Support Asst II		Lead Groundskeeper Warehouse Assistant I Lead Technician - PAC	

Annualized salaries are based on an 8-hour workday.

**Pay Grade 306**

Hourly	Minimum	Midpoint	Maximum
	<b>\$13.43</b>	<b>\$16.80</b>	<b>\$20.16</b>
<b>176</b>	\$18,913	\$23,649	\$28,384
<b>183</b>	\$19,665	\$24,589	\$29,513
<b>260</b>	\$27,940	\$34,936	\$41,931
Bus Driver		Lead Custodian – High School	
Food Service Lead Cook II		Lead Groundskeeper - Athletics	
Food Service Manager (Alternative Ed)		Painter	
Food Service Manager (Elementary)		Plumber/Irrigator Assistant	
General Maintenance Technician I		Press Operator II	
Grounds Equipment Mechanic		Warehouse Assistant II	
HVAC Technician			

**Pay Grade 307**

Hourly	Minimum	Midpoint	Maximum
	<b>\$14.24</b>	<b>\$17.81</b>	<b>\$21.37</b>
<b>183</b>	\$20,848	\$26,068	\$31,288
<b>226</b>	\$25,747	\$32,193	\$38,639
<b>260</b>	\$29,621	\$37,037	\$44,452
Food Service Kitchen Mechanic		Lead Driver	
Food Service Manager (Middle School/9th Grade)		Welder	
General Maintenance Technician II			

**Pay Grade 308**

Hourly	Minimum	Midpoint	Maximum
	<b>\$15.10</b>	<b>\$18.88</b>	<b>\$22.65</b>
<b>183</b>	\$22,105	\$27,635	\$33,165
<b>226</b>	\$27,299	\$34,129	\$40,958
<b>260</b>	\$31,406	\$39,263	\$47,120
Bus Route Scheduler		General Maintenance Technician III	
Food Service Manager (Central Kitchen)		General Maintenance/Athletics Technician III	
Food Service Manager (High School)		Water Treatment Technician	

**Pay Grade 309**

Hourly	Minimum	Midpoint	Maximum
	<b>\$16.01</b>	<b>\$20.01</b>	<b>\$24.01</b>
<b>226</b>	\$28,943	\$36,174	\$43,405
<b>260</b>	\$33,297	\$41,616	\$49,936
Bus Route Specialist		Lead Painter	
Carpenter		Lead Warehouse	
Lead General Maintenance		Pest Control Specialist	

Annualized salaries are based on an 8-hour workday.

**Pay Grade 310**

Hourly	Minimum <b>\$16.97</b>	Midpoint <b>\$21.21</b>	Maximum <b>\$25.45</b>
<b>226</b>	\$30,678	\$38,347	\$46,017
<b>260</b>	\$35,293	\$44,116	\$52,940
Bus Mechanic Finish Carpenter HVAC Mechanic II		HVAC Mechanic II (PM) Roofer Systems Support Specialist I	

**Pay Grade 311**

Hourly	Minimum <b>\$17.99</b>	Midpoint <b>\$22.48</b>	Maximum <b>\$26.98</b>
<b>226</b>	\$32,522	\$40,648	\$48,774
<b>260</b>	\$37,415	\$46,763	\$56,112
Computer Operator Electrician Environmental Safety Technician HVAC Mechanic III		Lead Bus Mechanic Plumber Plumber/Irrigator	

**Pay Grade 312**

Hourly	Minimum <b>\$21.04</b>	Midpoint <b>\$26.30</b>	Maximum <b>\$31.56</b>
<b>226</b>	\$38,037	\$47,551	\$57,065
<b>260</b>	\$43,759	\$54,704	\$65,650
Applications Specialist Electrician Specialist Energy Management Technician Lead HVAC Mechanic		Lead HVAC Mechanic (PM) PC/Network Application Specialist I Plumber Specialist Systems Support Specialist II	

**Pay Grade 313**

Hourly	Minimum <b>\$24.62</b>	Midpoint <b>\$30.77</b>	Maximum <b>\$36.93</b>
<b>226</b>	\$44,519	\$55,640	\$66,761
<b>260</b>	\$51,217	\$64,011	\$76,805
Coord – Security PC/Network Application Specialist II Security Support Specialist		Student Data Application Specialist II Telecommunications Specialist Alarm Specialist	

Annualized salaries are based on an 8-hour work day.