

**Lackland ISD
Teacher Hiring Salary Schedule
2009-2010**

Step	Bachelor's Degree 2009-2010	Master's Degree 2009-2010
0	\$44,000	\$46,000
1	\$44,500	\$46,500
2	\$45,100	\$47,100
3	\$45,700	\$47,700
4	\$46,300	\$48,300
5	\$46,900	\$48,900
6	\$47,500	\$49,500
7	\$48,100	\$50,100
8	\$48,700	\$50,700
9	\$49,300	\$51,300
10	\$49,900	\$51,900
11	\$50,500	\$52,500
12	\$51,100	\$53,100
13	\$51,700	\$53,700
14	\$52,300	\$54,300
15	\$52,900	\$54,900
16	\$53,500	\$55,500
17	\$54,100	\$56,100
18	\$54,700	\$56,700
19	\$55,300	\$57,300
20	\$55,900	\$57,900
21	\$56,500	\$58,500
22	\$57,100	\$59,100
23	\$57,700	\$59,700
24	\$58,350	\$60,350
25+	\$59,405	\$61,405

LACKLAND ISD
SALARY SCHEDULES - All Classifications
2009-2010

AP - ADMINISTRATIVE / PROFESSIONAL JOB CLASSIFICATIONS (MONTHLY AMOUNTS)

PAY GRADE	AP/PG0	AP/PG1	AP/PG2	AP/PG3	AP/PG4	AP/PG5	AP/PG6
MINIMUM	\$ 2,450.00	\$ 2,926.90	\$ 3,538.00	\$ 4,350.00	\$ 4,478.00	\$ 4,928.00	\$ 5,420.00
MID-POINT	\$ 3,050.00	\$ 3,658.63	\$ 4,245.60	\$ 5,220.00	\$ 5,373.60	\$ 5,913.60	\$ 6,504.00
MAXIMUM	\$ 3,650.00	\$ 4,390.36	\$ 5,943.00	\$ 7,308.00	\$ 6,287.11	\$ 6,918.91	\$ 7,609.68
	Network System Analyst	Payroll Director	Food Service Director	Teachers	Counselor	Assistant Principal	Business Manager
		Admin.Asst./Supt & Human Resources	Maintenance Director	Librarians	LSSP	Operations Director	Campus Principal
				Nurses	Speech Pathologist	Technology Director	Program Director

CT - CLERICAL /TECHNICAL JOB CLASSIFICATIONS (HOURLY RATES)

PAY GRADE	CT/PG1	CT/PG2	CT/PG3	CT/PG4	CT/PG5
MINIMUM	\$ 8.00	\$ 10.25	\$ 11.73	\$ 14.30	\$ 15.02
MID-POINT	\$ 9.00	\$ 12.75	\$ 14.67	\$ 17.87	\$ 18.76
MAXIMUM	\$ 10.00	\$ 15.25	\$ 17.60	\$ 21.45	\$ 22.52
	Playground Monitors	Computer Lab Aide	Campus Office Secretary	Data Processing Specialist	A/P Specialist
	Temporary Employee	Educational Aide	Computer Lab Specialist	Principal's Secretary	Technology Technician
		ISS Aide	Payroll Technician	Campus Registrar	
		Library Aide	Special Education Secretary		
		Special Ed Aide	Special Education Secretary		

MT - MANUAL TRADES JOB CLASSIFICATIONS (HOURLY RATES)

PAY GRADE	MT/PG1	MT/PG2	MT/PG3	MT/PG4	MT/PG5	MT/PG6
MINIMUM	\$ 8.50	\$ 9.00	\$ 9.35	\$ 11.00	\$ 11.50	\$ 16.00
MID-POINT	\$ 10.50	\$ 11.25	\$ 11.69	\$ 13.50	\$ 14.25	\$ 19.75
MAXIMUM	\$ 12.50	\$ 13.50	\$ 14.03	\$ 16.00	\$ 17.00	\$ 23.50
	Bus Aide	Custodian	Food Service Lead Cook	Bus Driver	Custodial Supervisor	Maintenance with
		Food Service Worker	Groundskeeper		Food Svs Supervisor	Master or Journeyman
		Certified Bus Aides	General Maintenance		Vehicle Maintenance	License
					Specialized Maintenance	Foreman
					Lead Bus Driver	

Substitute Teacher, Teacher Aide, and Clerical Daily Rates:

		<u>(Extended 11+ Consecutive Days/Same Class)</u>	
Texas Certified & Degreed	\$85	Texas Certified & Degreed	\$90
Degreed (Not Texas Certified)	\$75	Degreed (Not Texas Certified)	\$80
Non-Degreed	\$65	Non-Degreed	\$65

Note: Degreed/Certified Substitutes are considered *exempt* while working in an exempt position (i.e. Teacher). Non-degreed teacher substitutes are considered non-exempt and shall record the actual time worked, including time in and time out. All auxiliary food service, transportation, and custodial substitutes will be paid on an hourly basis @ \$7.50 per hour. (Time sheets or similar records will be required).

Texas Certified & Degreed substitutes must have a valid teaching certificate and official transcript on file in the LISD District Human Resources office prior to being paid the "degreed" or "certified rate". Rates are not retroactive. Substitutes for teacher aide and clerical positions will be paid at the rate of \$65 per day, regardless of degree or certification.