

# Pay Systems Review Draft



**Austin**

**Independent School District**

January 2024

Amy Campbell



## Austin ISD

Market Peers 2023-2024

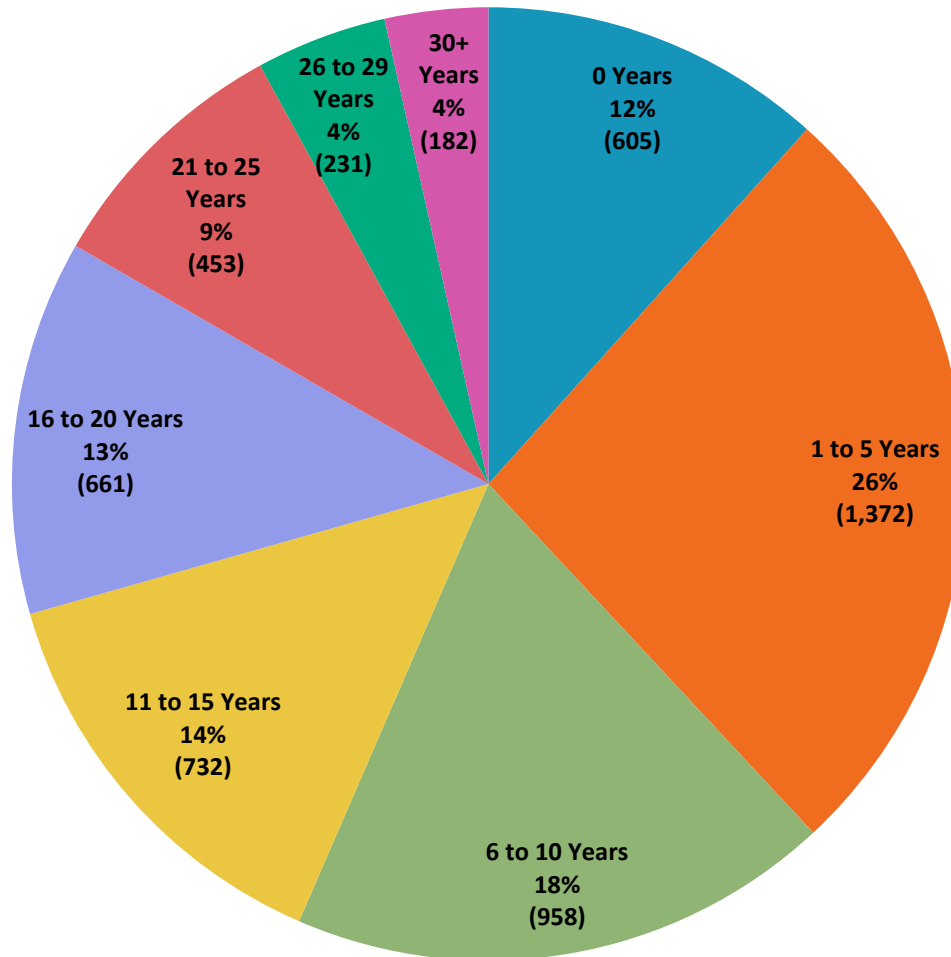
	District	ESC Region	Student Enrollment	Number of FTE	Teacher, Exempt, Nonexempt
1	Bastrop ISD	13	12,918	1,425	X
2	Del Valle ISD	13	11,118	1,740	X
3	Dripping Springs ISD	13	8,540	1,114	X
4	Eanes ISD	13	7,750	1,165	X
5	Elgin ISD	13	5,769	821	X
6	Georgetown ISD	13	13,405	2,015	X
7	Hays CISD	13	23,130	3,253	X
8	Hutto ISD	13	10,050	1,542	X
9	Lake Travis ISD	13	11,255	1,398	X
10	Leander ISD	13	42,330	5,715	X
11	Lockhart ISD	13	6,453	750	**
12	Manor ISD	13	9,255	1,285	X
13	Pflugerville ISD	13	25,445	3,381	X
14	Round Rock ISD	13	46,510	6,455	X
15	San Marcos CISD	13	8,447	1,264	X
<b>Austin ISD</b>		<b>13</b>	<b>72,440</b>	<b>10,717</b>	<b>15</b>

\*\* District did not participate in survey. Teacher schedules collected from the district.



## Distribution of Total Experience - Teachers and Librarians, 2023-2024

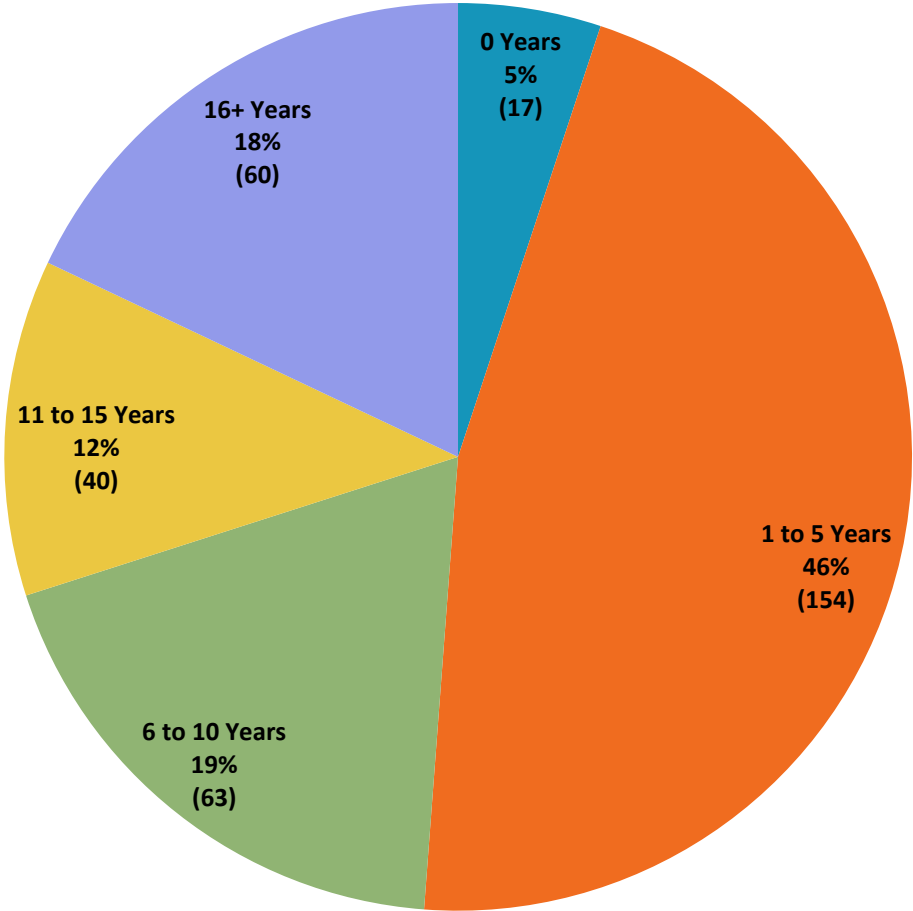
Austin ISD



5,194 Teachers and Librarians

# Total Experience of Newly Hired Teachers and Librarians, 2023-2024

Austin ISD



**334 Teachers and Librarians  
with 0 years of local experience in 2023-2024**

# Austin ISD

## Teacher Salary Plan Comparisons, 2023-2024

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Del Valle ISD	11,118	794	\$58,000	\$59,450	\$61,866	\$64,161	\$66,669	\$62,632	27	6.0%
2 Lake Travis ISD	11,255	673	\$56,000	\$60,729	\$62,355	\$65,415	\$68,474	\$64,210	36	3.0%
3 Bastrop ISD	12,918	846	\$56,000	\$56,750	\$57,500	\$58,250	\$58,938	\$58,819	30	5.0%
4 Manor ISD	9,255	716	\$55,807	\$57,927	\$61,107	\$62,697	\$64,287	\$58,001	25	2.0%
5 Leander ISD	42,330	3,062	\$55,655	\$56,831	\$59,082	\$61,602	\$63,812	\$60,191	30	4.0%
6 Eanes ISD	7,750	638	\$55,500	\$56,621	\$58,476	\$60,406	\$64,136	\$59,592	36	5.0%
7 Dripping Springs ISD	8,540	553	\$55,250	\$56,770	\$59,170	\$61,670	\$64,170	\$59,718	26	3.0%
8 Pflugerville ISD	25,445	1,906	\$55,000	\$55,950	\$57,951	\$60,451	\$62,951	\$59,145	28	3.0%
9 Hutto ISD	10,050	672	\$54,800	\$56,300	\$58,800	\$61,300	\$63,800	\$58,780	25	3.0%
10 Round Rock ISD	46,510	3,291	\$54,500	\$56,150	\$58,650	\$61,375	\$63,385	\$60,067	30	3.0%
11 Georgetown ISD	13,405	935	\$54,450	\$55,950	\$58,150	\$60,200	\$62,575	\$60,423	30	3.0%
12 Elgin ISD	5,769	317	\$54,300	\$55,615	\$58,615	\$61,115	\$63,615	\$57,332	25	3.0%
13 San Marcos CISD	8,447	640	\$53,500	\$55,838	\$58,389	\$60,389	\$62,389	\$56,940	25	3.0%
14 Hays CISD	23,130	1,510	\$53,000	\$60,480	\$63,530	\$66,240	\$68,990	\$64,121	30	3.0%
15 Lockhart ISD**	6,443	405	\$52,400	\$54,450	\$60,495	\$62,720	\$65,445		31	

<b>Austin ISD</b>	<b>Hiring</b>	<b>72,440</b>	<b>--</b>	<b>\$55,844</b>	<b>\$57,378</b>	<b>\$58,500</b>	<b>\$59,037</b>	<b>\$61,023</b>	<b>\$57,286</b>	<b>30</b>	<b>7.0%</b>
	<b>PPft Avg</b>		<b>4,927</b>	<b>--</b>	<b>\$58,896</b>	<b>\$59,533</b>	<b>\$59,693</b>	<b>\$62,895</b>	<b>\$60,508</b>		

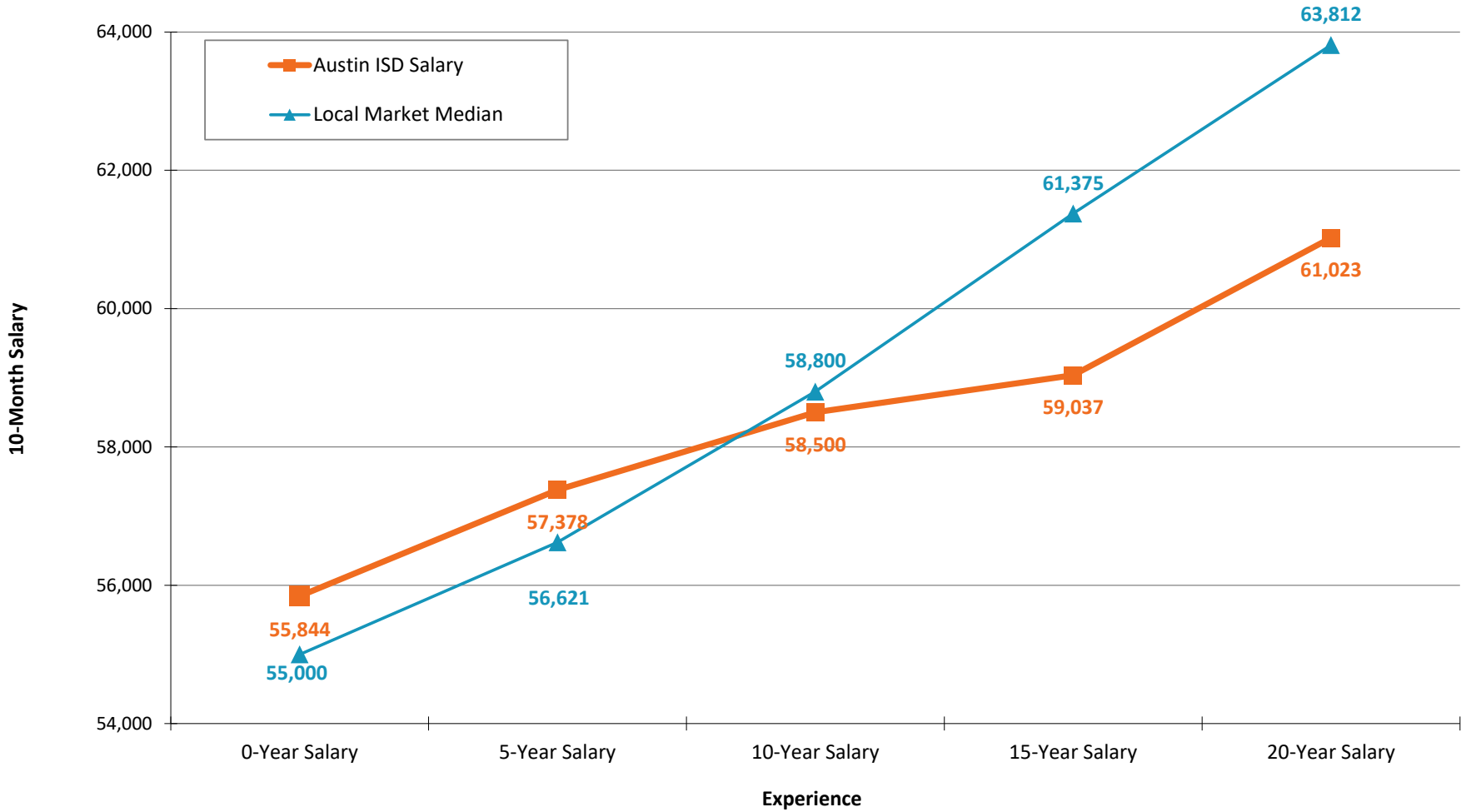
25th Percentile	\$54,375	\$55,950	\$58,433	\$60,429	\$63,168	\$58,790	26	3.0%
<b>Median</b>	<b>\$55,000</b>	<b>\$56,621</b>	<b>\$58,800</b>	<b>\$61,375</b>	<b>\$63,812</b>	<b>\$59,655</b>	<b>30</b>	<b>3.0%</b>
75th Percentile	\$55,731	\$57,379	\$60,801	\$62,709	\$64,866	\$60,365	30	3.8%

<b>Comparison to Median</b>	<b>Hiring</b>	<b>102%</b>	<b>101%</b>	<b>99%</b>	<b>96%</b>	<b>96%</b>	<b>96%</b>
<i>Dollar Difference</i>		\$844	\$757	(\$300)	(\$2,338)	(\$2,789)	(\$2,369)
<b>Comparison to Median</b>	<b>PPft Avg</b>		<b>104%</b>	<b>101%</b>	<b>97%</b>	<b>99%</b>	<b>101%</b>
<i>Dollar Difference</i>			\$2,275	\$733	(\$1,682)	(\$917)	\$853
<b>Rank Order</b>			<b>4</b>	<b>6</b>	<b>15</b>	<b>13</b>	<b>4</b>

**Footnotes:**

\*\* District did not participate in survey. Teacher schedules collected from the district.

### Teacher Salary Plan, 2023-2024 Market Comparison



**Austin ISD**

**Teacher Stipend Comparisons, 2023-2024**

District	Student Enrollment	Master's Degree General	Master's Degree Subject-Area	Secondary Math	Secondary Science	Special Education General/Resource	Special Education High Needs	Bilingual	ESL General	ESL Dual Language	Foreign Language
1 Bastrop ISD	12,918	\$1,100				\$1,200	\$1,500	\$8,000	\$600		
2 Del Valle ISD	11,118	\$2,100		\$3,000	\$3,000	\$5,000	\$5,000	\$7,500			
3 Dripping Springs ISD	8,540	\$1,000	\$2,000			\$2,000	\$4,000	\$7,000	\$1,500		
4 Eanes ISD	7,750	\$2,520					\$3,150	\$6,300			
5 Elgin ISD	5,769	\$1,500				\$2,000	\$3,500	\$7,000		\$3,500	
6 Georgetown ISD	13,405	\$1,000				\$1,000	\$2,000	\$7,000		\$2,000	
7 Hays CISD	23,130	\$2,000				\$1,750	\$2,500	\$7,100	\$1,500	\$2,500	
8 Hutto ISD	10,050	\$1,000	\$2,000	\$5,000	\$2,000	\$1,500	\$3,000	\$7,000	\$1,500		\$5,000
9 Lake Travis ISD	11,255	\$1,230						\$7,000			
10 Leander ISD	42,330					\$2,500	\$5,000	\$7,000			
11 Manor ISD	9,255	\$1,000		\$1,000	\$1,000	\$1,500	\$3,000	\$7,500			
12 Pflugerville ISD	25,445	\$1,250		\$5,000	\$3,500	\$1,500	\$5,000	\$7,500			\$3,000
13 Round Rock ISD	46,510	\$1,000		\$3,000		\$3,000	\$3,000	\$7,000			\$3,000
14 San Marcos CISD	8,447	\$2,000		\$1,500	\$1,500	\$2,000	\$2,000	\$6,000	\$1,000		
<b>Austin ISD</b>	<b>72,440</b>					<b>\$7,000</b>	<b>\$7,500</b>	<b>\$7,000</b>	<b>\$2,000</b>		
<b>Median Stipend</b>		<b>\$1,230</b>	<b>\$2,000</b>	<b>\$3,000</b>	<b>\$2,000</b>	<b>\$1,875</b>	<b>\$3,000</b>	<b>\$7,000</b>	<b>\$1,500</b>	<b>\$2,500</b>	<b>\$3,000</b>
<b>Average Stipend</b>		<b>\$1,438</b>	<b>\$2,000</b>	<b>\$3,083</b>	<b>\$2,200</b>	<b>\$2,079</b>	<b>\$3,281</b>	<b>\$7,064</b>	<b>\$1,220</b>	<b>\$2,667</b>	<b>\$3,667</b>
<b>Count</b>		<b>13</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>5</b>	<b>3</b>	<b>3</b>
<i>Dollar Difference from Median</i>						<i>\$5,125</i>	<i>\$4,500</i>	<i>\$0</i>	<i>\$500</i>		

**Footnotes:**

Special Education General/Resource:

Georgetown ISD - Resource/Inclusion

Hays CISD - Inclusion/Resource

Manor ISD - SPED-Inclusion/Resource

Special Education Self-Contained:

Bastrop ISD - Behavior, Lifeskills

Dripping Springs ISD - Alternative Classroom Curriculum, Structured Learning Classroom, Social Training and Regulation Support setting

Eanes ISD - Life Skills

Georgetown ISD - Behavior (1,500 for ILC)

Hays CISD - All other sped

Leander ISD - Self Contained

Manor ISD - SPED-Behavior, Functional Academics, Life Skills & Autism

Round Rock ISD - SpEd SC Tier 1 \$2000, Tier 2 \$2500, Tier3 \$3000

## Austin ISD

### Teacher Incentive Comparisons, 2023-2024

District	Student Enrollment	Dept Chair/ Grade Leader HS	Dept Chair/ Grade Leader MS	Dept Chair/ Grade Leader ES	Mentor Teacher	Campus Assignment	Signing Bonus	Other Incentive
1 Bastrop ISD	12,918	\$1,000	\$750	\$500	\$600	\$8,000	\$1,000	\$1,300
2 Del Valle ISD	11,118	\$3,500	\$3,250	\$3,000				\$2,350
3 Dripping Springs ISD	8,540	\$2,000	\$1,000	\$800	\$500			
4 Eanes ISD	7,750	\$3,150	\$1,575	\$1,050				
5 Elgin ISD	5,769	\$1,500	\$1,000	\$1,000	\$1,500		\$1,500	
6 Georgetown ISD	13,405	\$3,000	\$1,000		\$300			\$1,500
7 Hays CISD	23,130	\$2,000	\$1,250	\$780	\$400	\$1,500		
8 Hutto ISD	10,050	\$2,000	\$1,000	\$1,000	\$1,250	\$5,000		
9 Lake Travis ISD	11,255	\$3,000	\$1,500	\$1,500	\$1,100	\$7,000	\$2,500	
10 Leander ISD	42,330	\$2,000	\$1,000	\$500	\$500		\$1,000	
11 Manor ISD	9,255	\$2,000	\$2,000	\$600	\$750		\$500	\$1,000
12 Pflugerville ISD	25,445	\$4,000	\$1,000	\$750	\$1,000			\$2,000
13 Round Rock ISD	46,510	\$1,500	\$1,000	\$600	\$500		\$2,000	\$2,000
14 San Marcos CISD	8,447	\$2,000	\$1,500	\$750	\$800			
<b>Austin ISD</b>	<b>72,440</b>	<b>\$6,000</b>	<b>\$3,000</b>	<b>\$1,000</b>	<b>\$300</b>		<b>\$1,500</b>	<b>\$3,000</b>
<b>Median Stipend</b>		<b>\$2,000</b>	<b>\$1,000</b>	<b>\$780</b>	<b>\$675</b>	<b>\$6,000</b>	<b>\$1,250</b>	<b>\$1,750</b>
<b>Average Stipend</b>		<b>\$2,332</b>	<b>\$1,345</b>	<b>\$987</b>	<b>\$767</b>	<b>\$5,375</b>	<b>\$1,417</b>	<b>\$1,692</b>
<b>Count</b>		<b>14</b>	<b>14</b>	<b>13</b>	<b>12</b>	<b>4</b>	<b>6</b>	<b>6</b>
<i>Dollar Difference from Median</i>		<i>\$4,000</i>	<i>\$2,000</i>	<i>\$220</i>	<i>(\$375)</i>		<i>\$250</i>	<i>\$1,250</i>

**Footnotes:**

Other Incentives:

- Austin ISD - SPED Signing Bonus
- Del Valle ISD - Doctorate
- Georgetown ISD - Doctorate
- Manor ISD - Doctorate
- Pflugerville ISD - doctorate
- Round Rock ISD - Doctorate degree



**Teachers and Librarians Salary Plan Development**  
**Austin ISD**  
 Model 1: \$57,400 starting, 3.0% GPI

2023-2024 Years of Exp	2023-2024 New Hire Salary	3.0% General Pay + Increase	Additional + Adjustment	=	2024-2025 Years of Exp	2024-2025 Proposed New Hire Salary		
					0	\$57,400		
0	\$55,844	+	\$1,800	+	=	1	\$57,644	
1	\$56,119	+	\$1,800	+	=	2	\$57,919	
2	\$56,478	+	\$1,800	+	=	3	\$58,278	
3	\$56,772	+	\$1,800	+	=	4	\$58,572	
4	\$57,083	+	\$1,800	+	=	5	\$58,883	
5	\$57,378	+	\$1,800	+	=	6	\$59,178	
6	\$57,508	+	\$1,800	+	\$170	=	7	\$59,478
7	\$58,178	+	\$1,800	+	=	8	\$59,978	
8	\$58,286	+	\$1,800	+	\$192	=	9	\$60,278
9	\$58,393	+	\$1,800	+	\$385	=	10	\$60,578
10	\$58,500	+	\$1,800	+	\$578	=	11	\$60,878
11	\$58,607	+	\$1,800	+	\$771	=	12	\$61,178
12	\$58,715	+	\$1,800	+	\$963	=	13	\$61,478
13	\$58,823	+	\$1,800	+	\$1,155	=	14	\$61,778
14	\$58,930	+	\$1,800	+	\$1,348	=	15	\$62,078
15	\$59,037	+	\$1,800	+	\$1,541	=	16	\$62,378
16	\$59,146	+	\$1,800	+	\$1,732	=	17	\$62,678
17	\$59,406	+	\$1,800	+	\$1,772	=	18	\$62,978
18	\$59,815	+	\$1,800	+	\$1,663	=	19	\$63,278
19	\$60,207	+	\$1,800	+	\$1,571	=	20	\$63,578
20	\$61,023	+	\$1,800	+	\$1,055	=	21	\$63,878
21	\$61,855	+	\$1,800	+	\$523	=	22	\$64,178
22	\$62,655	+	\$1,800	+		=	23	\$64,455
23	\$63,454	+	\$1,800	+		=	24	\$65,254
24	\$64,289	+	\$1,800	+		=	25	\$66,089
25	\$65,088	+	\$1,800	+		=	26	\$66,888
26	\$65,905	+	\$1,800	+		=	27	\$67,705
27	\$66,705	+	\$1,800	+		=	28	\$68,505
28	\$67,537	+	\$1,800	+		=	29	\$69,337
29	\$68,354	+	\$1,800	+		=	30+	\$70,154
30+	\$69,154							

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
55,000	102%	104%	244
			275
			359
<i>5 Years</i>			
56,621	101%	104%	294
			311
			295
			300
<i>10 Years</i>			
58,800	99%	103%	500
			300
			300
			300
			300
<i>15 Years</i>			
61,375	96%	101%	300
			300
			300
			300
			300
<i>20 Years</i>			
63,812	96%	100%	300
			300
			300
			300
			277
			799
			835
			799
			817
			800
			832
			817

General pay increase is applied to the market median salary (\$59,655).

<b>Pay Range Minimum</b>	\$57,400	<b>Pay Range Maximum</b>	\$101,000
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**Teachers and Librarians Salary Plan Development**  
**Austin ISD**  
 Model 3: \$58,500 starting, 5.0% GPI

2023-2024 Years of Exp	2023-2024 New Hire Salary	5.0% General Pay Increase	Additional Adjustment	=	2024-2025 Years of Exp	2024-2025 Proposed New Hire Salary
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					0	\$58,500		
0	\$55,844	+	\$3,000	+	=	1	\$58,844	
1	\$56,119	+	\$3,000	+	=	2	\$59,119	
2	\$56,478	+	\$3,000	+	=	3	\$59,478	
3	\$56,772	+	\$3,000	+	=	4	\$59,772	
4	\$57,083	+	\$3,000	+	=	5	\$60,083	
5	\$57,378	+	\$3,000	+	=	6	\$60,378	
6	\$57,508	+	\$3,000	+	\$170	=	7	\$60,678
7	\$58,178	+	\$3,000	+	=	8	\$61,178	
8	\$58,286	+	\$3,000	+	\$192	=	9	\$61,478
9	\$58,393	+	\$3,000	+	\$385	=	10	\$61,778
10	\$58,500	+	\$3,000	+	\$578	=	11	\$62,078
11	\$58,607	+	\$3,000	+	\$771	=	12	\$62,378
12	\$58,715	+	\$3,000	+	\$963	=	13	\$62,678
13	\$58,823	+	\$3,000	+	\$1,155	=	14	\$62,978
14	\$58,930	+	\$3,000	+	\$1,348	=	15	\$63,278
15	\$59,037	+	\$3,000	+	\$1,541	=	16	\$63,578
16	\$59,146	+	\$3,000	+	\$1,732	=	17	\$63,878
17	\$59,406	+	\$3,000	+	\$1,772	=	18	\$64,178
18	\$59,815	+	\$3,000	+	\$1,663	=	19	\$64,478
19	\$60,207	+	\$3,000	+	\$1,571	=	20	\$64,778
20	\$61,023	+	\$3,000	+	\$1,055	=	21	\$65,078
21	\$61,855	+	\$3,000	+	\$523	=	22	\$65,378
22	\$62,655	+	\$3,000	+		=	23	\$65,655
23	\$63,454	+	\$3,000	+		=	24	\$66,454
24	\$64,289	+	\$3,000	+		=	25	\$67,289
25	\$65,088	+	\$3,000	+		=	26	\$68,088
26	\$65,905	+	\$3,000	+		=	27	\$68,905
27	\$66,705	+	\$3,000	+		=	28	\$69,705
28	\$67,537	+	\$3,000	+		=	29	\$70,537
29	\$68,354	+	\$3,000	+		=	30+	\$71,354
30+	\$69,154							

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
55,000	102%	106%	344
			275
			359
<i>5 Years</i>			
56,621	101%	106%	294
			311
			295
			300
<i>10 Years</i>			
58,800	99%	105%	500
			300
			300
			300
<i>15 Years</i>			
61,375	96%	103%	300
			300
			300
			300
<i>20 Years</i>			
63,812	96%	102%	300
			300
			300
			300
			277
			799
			835
			799
			817
			800
			832
			817

General pay increase is applied to the market median salary (\$59,655).

<b>Pay Range Minimum</b>	\$58,500	<b>Pay Range Maximum</b>	\$102,200
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**Austin ISD**  
**Market Comparisons, 2023-2024**

**Professional**

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2023-2024 Market Salary	2023-2024 District Salary	2023-2024 District Salary Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market
1	Accountant (Degreed)	Accountant IV	0	C	7	\$79,784	\$78,665	99%	\$74,070	93%
2	Agriculture Science Teacher	HS CTE Agriculture, Food & Natural Resources	12	M	11	\$69,669	\$71,631	103%	\$75,534	108%
3	Athletic Trainer	Athletic Trainer	-4	M	14	\$73,705	\$78,493	106%	\$82,061	111%
4	Audiologist	Audiologist		NS		\$90,506	\$90,881	100%	\$79,218	88%
5	Behavior Specialist	Specialist Behavior Support	-5	M	13	\$68,534	\$71,596	104%	\$74,314	108%
6	Diagnostician	Educational Diagnostician	10	M	14	\$70,885	\$91,312	129%	\$88,741	125%
7	District Testing Coordinator	Director Systemwide Testing	0	M	9	\$91,769	\$127,833	139%	\$118,193	129%
8	Energy Manager	Manager Energy & Water	0	C	5	\$96,164	\$93,145	97%	\$81,741	85%
9	Head Football Coach	Coordinator Campus Athletics	-14	M	12	\$109,745	\$98,402	90%	\$100,134	91%
10	High School Band Director	HS Band	-8	M	13	\$80,777	\$84,849	105%	\$85,305	106%
11	Instructional Coach (Campus Level)	Coach Instructional	0	M	14	\$67,225	\$65,096	97%	\$67,404	100%
12	Instructional Coordinator	Coordinator various pg 5	0	M	9	\$82,885	\$87,566	106%	\$85,746	103%
13	Instructional Technology Specialist	Specialist Technology Design	4	M	10	\$78,667	\$86,284	110%	\$81,741	104%
14	Librarian	Librarian	-5	M	13	\$64,273	\$59,522	93%	\$62,499	97%
15	LSSP/School Psychologist	Licensed Specialist in School Psychology / Bilingual	10	M	13	\$68,757	\$86,572	126%	\$84,454	123%
16	Nurse (RN)	School Nurse	10	C	14	\$67,954	\$65,512	96%	\$71,253	105%
17	Occupational Therapist	Therapist Occupational	0	C	12	\$74,751	\$67,068	90%	\$70,542	94%
18	PEIMS Manager	Coordinator PEIMS	0	M	11	\$80,732	\$69,440	86%	\$81,741	101%
19	Physical Therapist	Therapist Physical	0	C	12	\$77,665	\$70,548	91%	\$70,542	91%
20	ROTC Instructor	HS ROTC	-19	M	10	\$96,160	\$83,845	87%	\$69,184	72%
21	School Counselor - ES	Counselor ES	-7	M	14	\$69,252	\$66,012	95%	\$67,187	97%
22	School Counselor - HS	Counselor HS	0	M	14	\$74,498	\$74,853	100%	\$74,373	100%
23	School Counselor - MS	Counselor MS	-7	M	13	\$72,038	\$72,652	101%	\$70,780	98%
24	Speech-Language Pathologist	Speech Language Pathologist	0	C	14	\$71,421	\$66,340	93%	\$70,542	99%
25	Web Administrator	Administrative Supervisor Web Services	0	C	8	\$93,914	\$94,526	101%	\$94,526	101%
<b>District Comparison to Market</b>							<b>2023-2024 Pay</b>	<b>102%</b>	<b>Plan</b>	<b>101%</b>

**Notes**

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- X** Market comparison is excluded from overall counts and averages

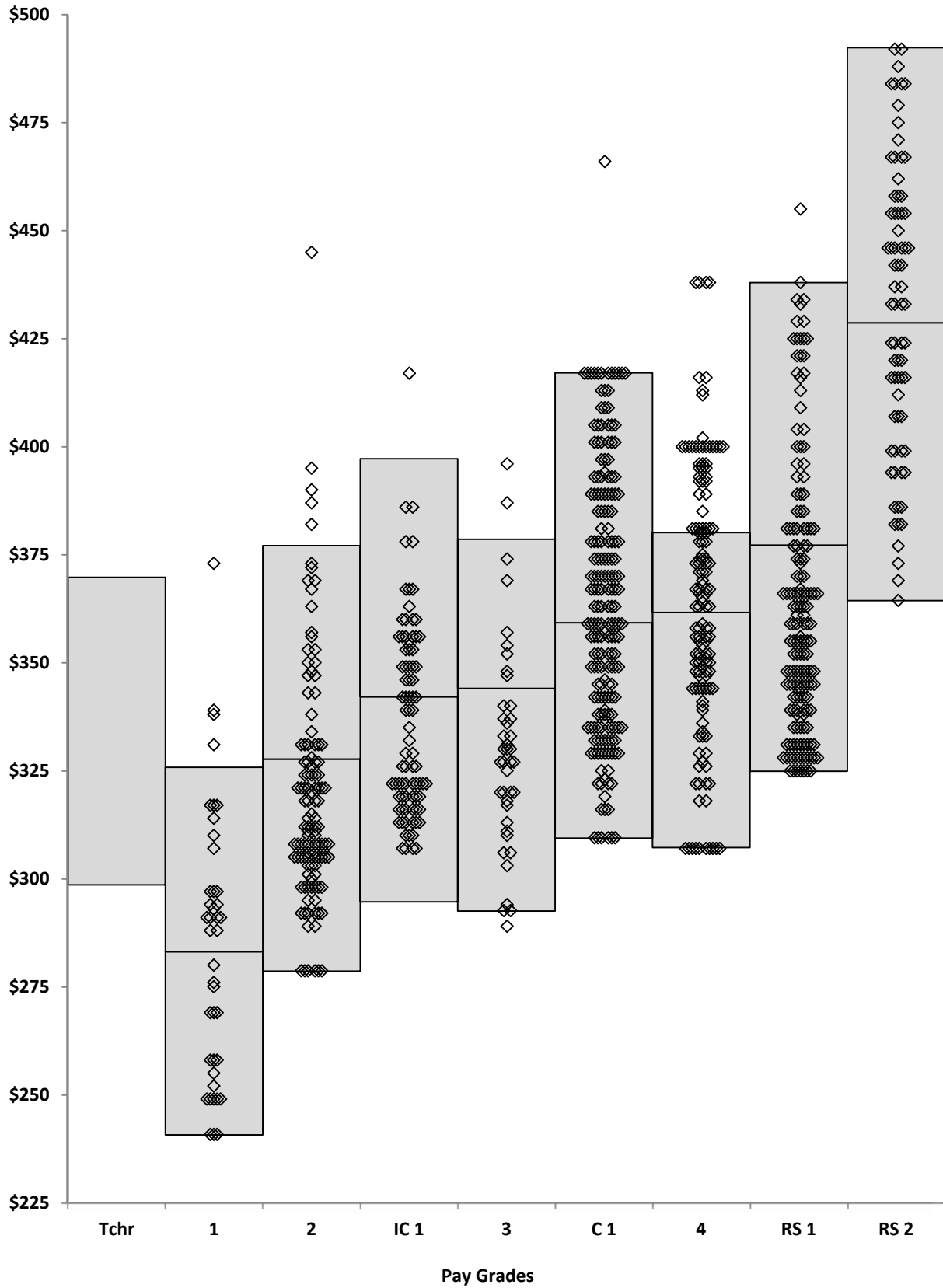
**Austin ISD**  
**Market Comparisons, 2023-2024**

**Professional**

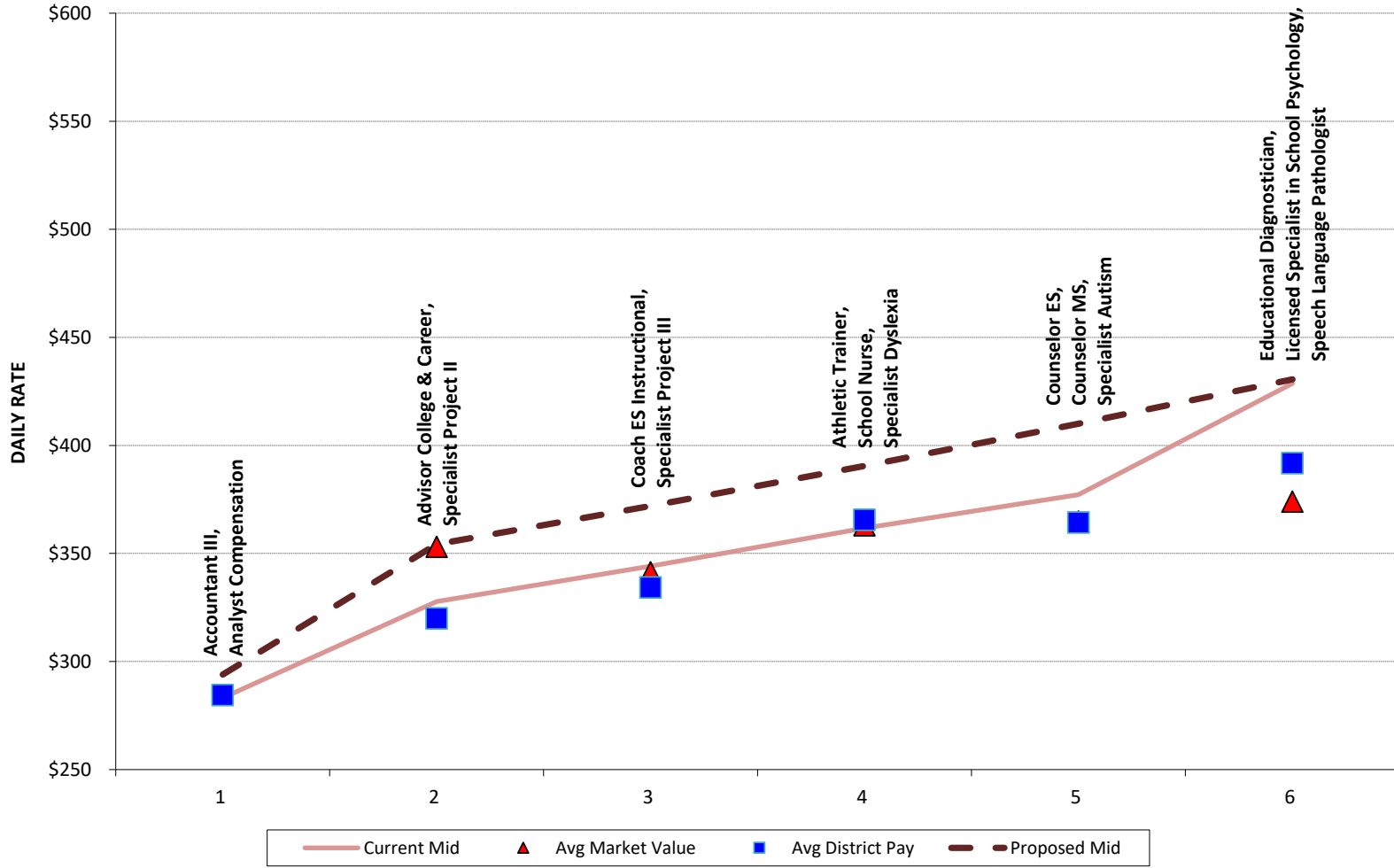
Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2023-2024 Market Salary	2023-2024 District Salary	2023-2024 District Salary Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market
					Market Days	District Days	Annual Rate Compared to Market		
	<b>Benchmark Position</b>				<b>Market Days</b>	<b>District Days</b>	<b>Annual Rate Compared to Market</b>		
	Diagnostician				197	207	129%		123%
	Head Football Coach				226	212	90%		96%
	High School Band Director				220	212	105%		109%
	LSSP/School Psychologist				197	207	126%		120%
	Nurse (RN)				187	197	96%		92%
	ROTC Instructor				226	207	87%		95%
	School Counselor - ES				194	187	95%		99%
	School Counselor - MS				204	197	101%		104%

# Current Pay vs. Current Structure - Professional

Austin ISD

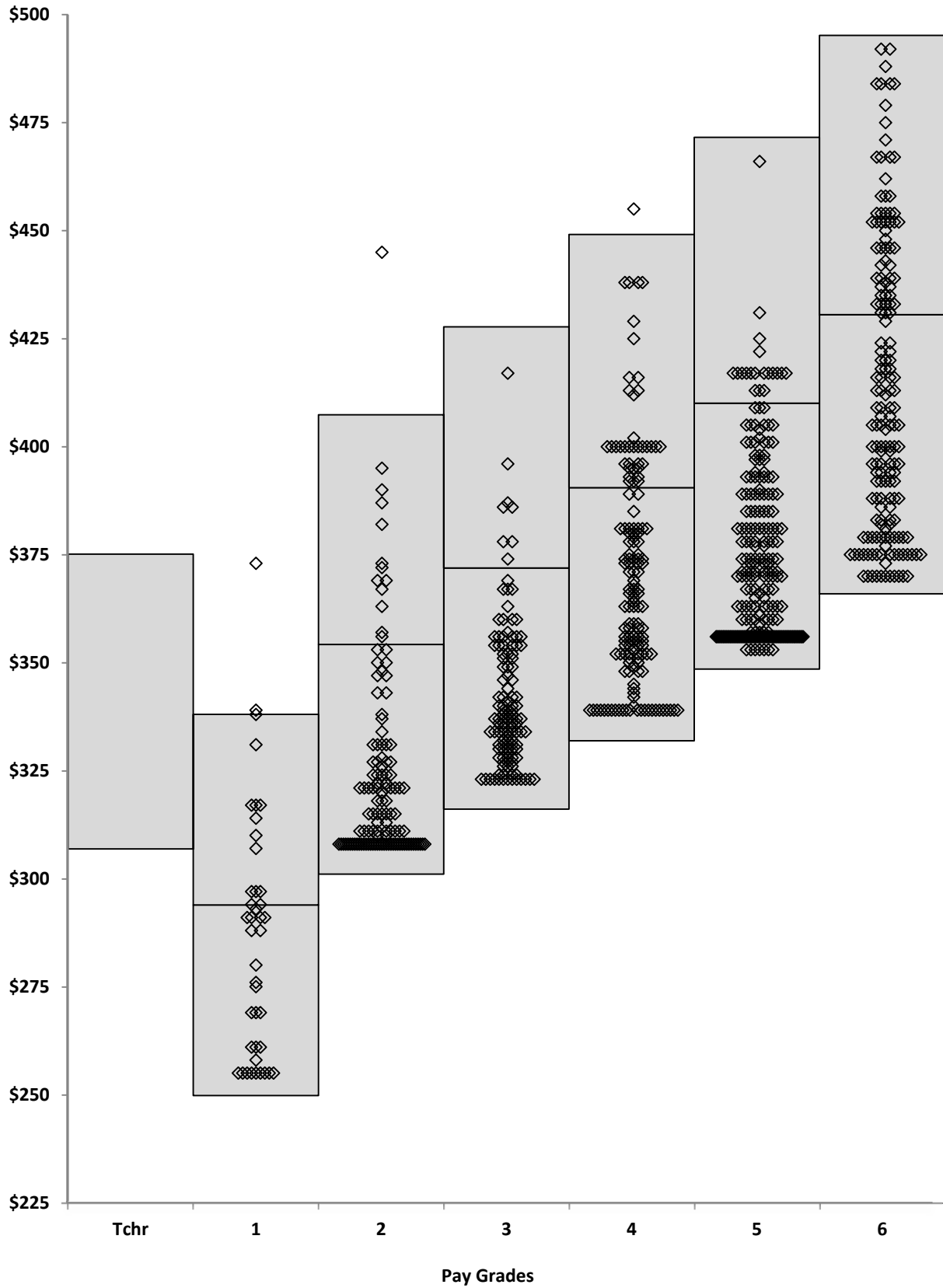


**Structure Development**  
**Austin ISD**  
**Professional**



# Proposed Pay vs. Proposed Structure - Professional

Austin ISD





**2024-2025 Proposed Professional Pay Plan**

Austin ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>				<b>Daily</b>	<b>\$249.90</b>	<b>\$294.00</b>	<b>\$338.10</b>
1		Accountant III	226	<b>187 Days</b>	46,731	54,978	63,225
1		Accountant III Bond Construction Management	226	<b>226 Days</b>	56,477	66,444	76,411
1		Analyst Budget Lead	226				
1		Analyst Compensation	226				
1		Analyst Procurement Systems	226				
1		Analyst Treasury Lead	226				
1		Associate Creative Learning Initiative	226				
1		Associate Facility Use Project	226				
1		Associate Full Service Community Schools	226				
1		Associate OJJDP Restorative Practice	187				
1		Broadcast Engineer	226				
1		Coordinator Community Engagement	226				
1		Coordinator Facilities and Special Events	226				
1		Coordinator Public Relations & Partnership	226				
1		Manager TREX Program	226				
1		Specialist Care Support	226				
1		Specialist Child Study Systems & SEL Support	226				
1		Specialist Communication	226				
1		Specialist Donor & Partner Relations	226				
1		Specialist Enrollment Support	226				
1		Specialist Family Engagement Communications GF	226				
1		Specialist Graphic Design	226				
1		Specialist Marketing	226				
1		Specialist Multimedia Production	226				
1		Specialist Procurement Sr	226				
1		Specialist Programming Third Base Program	226				
1		Specialist Refugee Support Services GF	226				
1		Specialist Security Systems	226				
1		Specialist Staffing and Development Third Base	226				
1		Supervisor Production	226				
1		Supervisor Project Student Support Services	226				
1		Support HUB Program	226				

**2024-2025 Proposed Professional Pay Plan**

Austin ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>2</b>							
	2	Accountant IV	226	<b>187 Days</b>	\$56,311	\$66,248	\$76,186
	2	Advisor College & Career	207, 210	<b>197 Days</b>	\$59,323	\$69,791	\$80,260
	2	Advisor College and Career	208, 210	<b>207 Days</b>	\$62,334	\$73,334	\$84,334
	2	Analyst Benefits Budget Program	226	<b>208 Days</b>	\$62,635	\$73,688	\$84,741
	2	Analyst Financial System	226	<b>209 Days</b>	\$62,936	\$74,042	\$85,149
	2	Analyst Position Control & Systems Lead	226	<b>210 Days</b>	\$63,237	\$74,397	\$85,556
	2	Coach Maker Technology	209	<b>220 Days</b>	\$66,249	\$77,939	\$89,630
	2	Coordinator Community Engagement Sr	226	<b>226 Days</b>	\$68,055	\$80,065	\$92,075
	2	Facilitator Transition	197				
	2	GF Specialist Project II GF	220				
	2	Manager Child Care	187				
	2	Manager Facility Management System	226				
	2	Manager Head Start ERSEA & Budget Compliance	226				
	2	Paralegal Sr.	226				
	2	Specialist Alternate Media	226				
	2	Specialist Career & Technical Ed	226				
	2	Specialist Library Media	187				
	2	Specialist Professional	210				
	2	Specialist Project AVID Tutor	226				
	2	Specialist Project I	197				
	2	Specialist Project I GF	197				
	2	Specialist Project II	187, 197, 207, 210, 220, 226				
	2	Specialist Project II GF	210, 226				
	2	Specialist Web Services	226				
	2	Teacher Mentor	187				
	2	Translator	226				
	2	Translator Interpreter	226				
	2	Translator/Interpreter	226				
<b>3</b>							
	3	Assistant Coordinator Media Services	226	<b>187 Days</b>	\$59,122	\$69,555	\$79,987
	IC 1	Coach ES Instructional	197	<b>197 Days</b>	\$62,284	\$73,274	\$84,265
	IC 1	Coach ES Instructional Bilingual	197	<b>207 Days</b>	\$65,445	\$76,994	\$88,542
	IC 1	Coach HS Instructional	197	<b>210 Days</b>	\$66,394	\$78,110	\$89,825
	IC 1	Coach MS Instructional	197	<b>220 Days</b>	\$69,555	\$81,829	\$94,103
	3	Executive Chef	226	<b>226 Days</b>	\$71,452	\$84,061	\$96,669
	3	Facilitator Project	226				
	3	Facilitator School Improvement	226				
	3	Facilitator School Improvement GF	226				
	IC 1	GF Coach ES Instructional	197				
	IC 1	GF Coach HS Instructional	197				
	IC 1	GF Coach Instructional Montessori	197				
	IC 1	GF Coach MS Instructional	197				
	3	Intern Licensed Specialist in School Psychology	197				
	3	Intern Specialist Social Services	187				
	3	Manager Agency Third Base Program	226				
	3	Manager Bond Contracts/Construction Management	226				
	3	Manager Data Integrity	226				
	3	Manager Furniture, Fixtures & Equipment	226				
	3	Manager Project Controls	226				
	3	Manager Quality Control	226				
	3	Planner Planning & Assets Sr	226				
	3	Specialist Grants Management	226				
	3	Specialist Project Gear Up GF	207				
	3	Specialist Project III	220, 226				
	3	Specialist Project III GF	226				
	3	Specialist Social Services	197, 210, 226				
	3	Transition Specialist	220				

**2024-2025 Proposed Professional Pay Plan**

Austin ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>4</b>				<b>Daily</b>	<b>\$331.97</b>	<b>\$390.55</b>	<b>\$449.13</b>
4		Analyst Instructional Support	226	<b>187 Days</b>	62,078	73,033	83,987
4		Athletic Trainer	202	<b>197 Days</b>	65,398	76,938	88,479
4		Coach Graduation Readiness	197	<b>202 Days</b>	67,058	78,891	90,724
4		Coach Instructional Creative Learning	226	<b>212 Days</b>	70,378	82,797	95,216
4		Coordinator Crisis Response	226	<b>220 Days</b>	73,033	85,921	98,809
4		Coordinator Grant Project	226	<b>226 Days</b>	75,025	88,264	101,503
4		Coordinator Language Support	226	<b>260 Days</b>	86,312	101,543	116,774
4		Coordinator PEIMS	226				
4		Coordinator Project	226				
4		Facilitator Integrated Systems	226				
RS 1		Instructor Orientation & Mobility	187				
4		Manager Contracts & Billing	226				
4		Manager Energy & Water	226				
4		Manager Enrollment Support	226				
4		School Nurse	197				
4		Specialist 504	197				
4		Specialist Academic Coaching	226				
4		Specialist Academic Support	226				
RS 1		Specialist Applied Learning Skills	197				
4		Specialist Assessment	226				
RS 1		Specialist Assistive Technology	187, 220				
4		Specialist AVID Program	226				
4		Specialist Campus Equity and Inclusiveness	260				
4		Specialist Coaching Early Literacy K-3	226				
4		Specialist Communications & Engagement	226				
4		Specialist Communications & Engagement Bond	226				
4		Specialist Dyslexia	197				
4		Specialist Early Learning	212				
4		Specialist Head Start Behavior & Disability	226				
4		Specialist Head Start Ed	226				
4		Specialist Head Start Health & Social Services	226				
4		Specialist Health Ed Curriculum	226				
4		Specialist Multilingual Ed GF	226				
4		Specialist Online Curriculum Management	226				
4		Specialist Outdoor Learning	226				
4		Specialist Physical Ed & Health Curriculum	226				
4		Specialist Physical Ed Curriculum	226				
4		Specialist Professional Learning Multilingual GF	226				
4		Specialist Reading Academy Literacy	226				
4		Specialist SEL Cultural Proficiency & Inclusiveness	226				
4		Specialist Student Success	226				
4		Specialist Technology Design	226				
3, RS 1		Specialist Transition	220				
RS 1		Specialist Transition Early Childhood Intervention	226				
4		Specialist World Languages	226				
<b>5</b>				<b>Daily</b>	<b>\$348.57</b>	<b>\$410.08</b>	<b>\$471.59</b>
C 1		Counselor ES	187	<b>187 Days</b>	65,183	76,685	88,187
C 1		Counselor ES Bilingual	187	<b>197 Days</b>	68,668	80,786	92,903
C 1		Counselor HS	207, 210	<b>207 Days</b>	72,154	84,887	97,619
C 1		Counselor HS Bilingual	207	<b>210 Days</b>	73,200	86,117	99,034
C 1		Counselor MS	197	<b>226 Days</b>	78,777	92,678	106,579
C 1		Counselor MS Bilingual	197				
C 1		Counselor Wellness	187, 197, 207				
C 1		GF Counselor ES	187				
C 1		GF Counselor Refugee School	210				
RS 1		Licensed Mental Health Professional	197, 207				
RS 1		Specialist Autism	226				
RS 1		Specialist Behavior Support	197				
RS 1		Specialist Mental Health	197				

**2024-2025 Proposed Professional Pay Plan**

Austin ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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6			Daily	\$365.99	\$430.58	\$495.17
RS 1	Audiologist	210	<b>187 Days</b>	68,440	80,518	92,597
RS 2	Educational Diagnostician	197, 207	<b>197 Days</b>	72,100	84,824	97,548
RS 2	Educational Diagnostician Bilingual	197, 207	<b>207 Days</b>	75,760	89,130	102,500
RS 1	GF Speech Language Pathologist	187	<b>210 Days</b>	76,858	90,422	103,986
RS 1	GF Therapist Occupational	187				
RS 2	Licensed Specialist in School Psychology	197, 207				
RS 2	Licensed Specialist in School Psychology Bilingual	197, 207				
RS 1	Speech Language Pathologist	187, 197				
RS 1	Speech Language Pathologist Bilingual	187, 197				
RS 1	Therapist Occupational	187				
RS 1	Therapist Physical	187				

## 2024-2025 Professional Placement Scale

Austin ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025			
	Job Exp	4	5	6
Minimum	0	\$331.97	\$348.57	\$365.99
	1	\$335.88	\$352.67	\$370.30
	2	\$339.78	\$356.77	\$374.60
	3	\$343.68	\$360.87	\$378.90
	4	\$347.58	\$364.97	\$383.20
	5	\$351.48	\$369.07	\$387.50
	6	\$355.38	\$373.17	\$391.80
	7	\$359.28	\$377.27	\$396.10
	8	\$363.18	\$381.37	\$400.40
	9	\$367.08	\$385.47	\$404.70
	10	\$370.98	\$389.57	\$409.00
	11	\$374.88	\$393.67	\$413.30
	12	\$378.78	\$397.77	\$417.60
	13	\$382.68	\$401.87	\$421.90
Midpoint	14	\$386.58	\$405.97	\$426.20
	15	\$390.55	\$410.08	\$430.58
	16	\$394.45	\$414.18	\$434.88
	17	\$398.35	\$418.28	\$439.18
	18	\$402.25	\$422.38	\$443.48
	19	\$406.15	\$426.48	\$447.78
	20	\$410.05	\$430.58	\$452.08
	21			
	22			
	23			
	24			
	25			
Maximum	26			
	27			
	28			
	29			
	30			

**Austin ISD**  
**Market Comparisons, 2023-2024**

**Info Tech**

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2023-2024 Market Salary	2023-2024 District Salary	2023-2024 District Salary Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market
1	Computer Technician	Specialist Field Technician Sr	34	C	14	\$29.23	\$24.75	85%	\$26.48	91%
2	Data Analyst/Database Report Writer	Analyst Student Data/Records		NS		\$75,092	\$81,401	108%	\$82,174	109%
3	Database Administrator	Administrator Database Lead	0	C,X	9	\$99,889	\$112,995	113%	\$92,316	92%
4	Database Administrator, Sr	Administrator Database Lead		NS,X		\$134,090	\$112,995	84%	\$92,316	69%
5	Help Desk Manager	Supervisor Help Desk		NS		\$86,646	\$79,248	91%	\$82,174	95%
6	Help Desk Technician	Specialist Help Desk	34	C	9	\$29.60	\$30.05	102%	\$31.21	105%
7	Information Security Analyst	Administrator Network Security		NS		\$97,940	\$89,520	91%	\$86,007	88%
8	IT Coordinator/Manager	Manager Technology Business Office	0	M	9	\$90,639	\$82,436	91%	\$92,316	102%
9	Network Administrator	Manager Network Operations	0	C,X	10	\$91,873	\$107,196	117%	\$92,316	100%
10	Network Engineer	Architect Network		NS		\$105,265	\$113,291	108%	\$92,316	88%
11	Network Manager	Manager Network Operations		NS,X		\$120,686	\$107,196	89%	\$92,316	76%
12	Network Technician	Technician Network	0	C	7	\$37.67	\$35.69	95%	\$34.69	92%
13	Network Technician, Sr	Analyst Network/Sr		NS		\$89,505	\$84,861	95%	\$75,195	84%
14	Systems Administrator Sr.	Administrator UNIX Sr		NS		\$116,265	\$112,995	97%	\$92,316	79%
15	Systems Programmer/Analyst - Entry	Analyst Systems	0	C	6	\$85,153	\$90,351	106%	\$82,174	97%
16	Systems Programmer/Analyst - Senior	Programmer Analyst Sr	0	C	7	\$107,726	\$96,375	89%	\$82,174	76%
17	Videographer	Videographer Editor		NS		\$52,730	\$58,579	111%	\$71,868	136%
<b>District Comparison to Market</b>						<b>2023-2024 Pay</b>		<b>98%</b>	<b>Plan</b>	<b>96%</b>

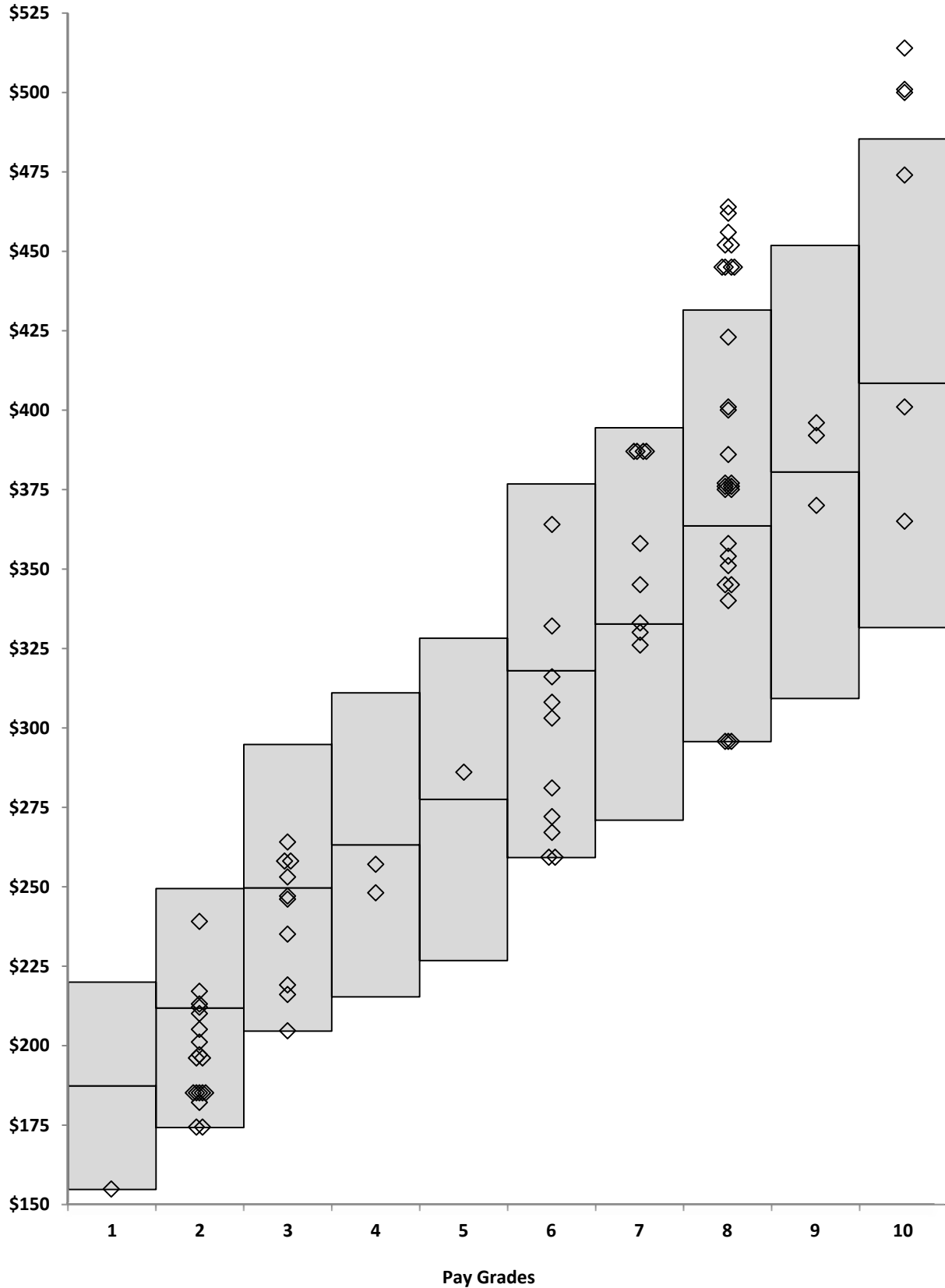
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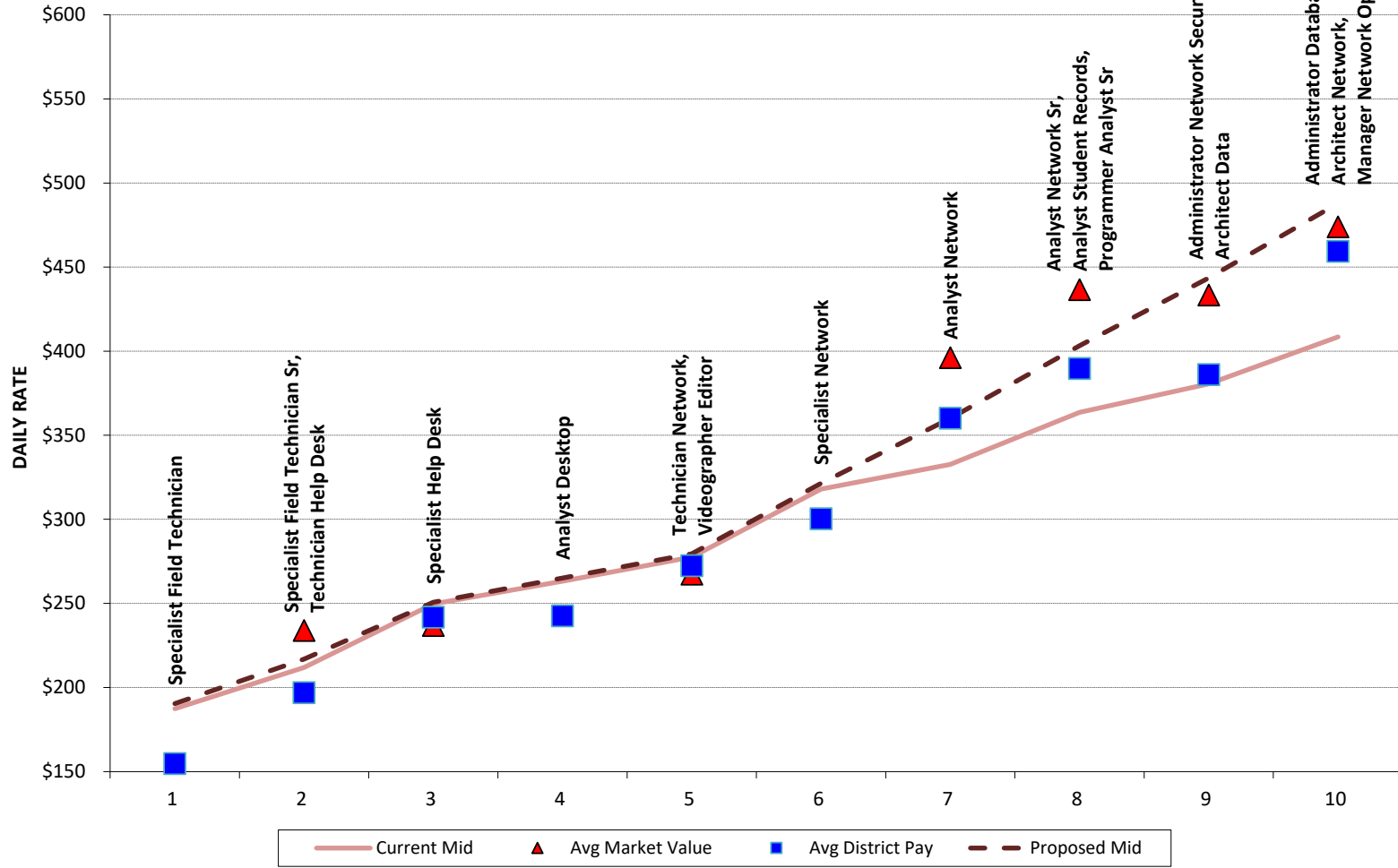
# Current Pay vs. Current Structure - Information Technology

Austin ISD

For graphing purposes, daily rates are shown for all positions.



**Structure Development**  
**Austin ISD**  
 Information Technology

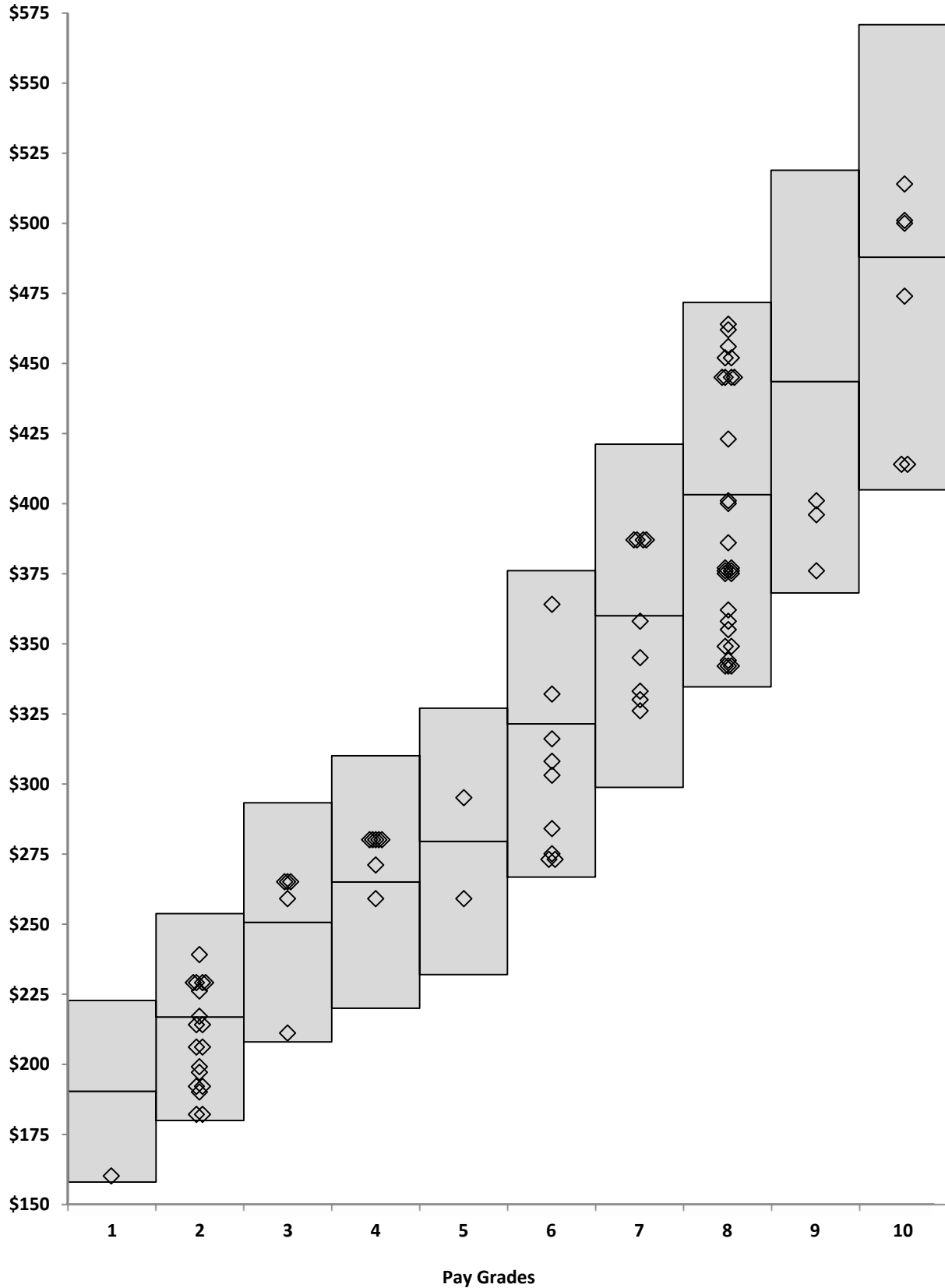




# Proposed Pay vs. Proposed Structure - Information Technology

Austin ISD

For graphing purposes, daily rates are shown for all positions.



## 2024-2025 Proposed Information Technology Pay Plan

Austin ISD

\*For hourly grades, annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>							
	1	Specialist Field Technician	260	<b>Hourly</b> <b>260 Days</b>	<b>\$19.75</b> 41,080	<b>\$23.80</b> 49,504	<b>\$27.85</b> 57,928
<b>2</b>							
	2	Specialist Field Technician Sr	260	<b>Hourly</b> <b>209 Days</b>	<b>\$22.50</b> 37,620	<b>\$27.11</b> 45,328	<b>\$31.72</b> 53,036
	2	Specialist Technology Support	209	<b>260 Days</b>	46,800	56,389	65,978
	2	Technician Help Desk	260				
<b>3</b>							
	3	Foreman Help Desk	260	<b>Hourly</b> <b>260 Days</b>	<b>\$26.00</b> 54,080	<b>\$31.33</b> 65,166	<b>\$36.66</b> 76,253
	3	Specialist Help Desk	260				
<b>4</b>							
↑	3, 4	Analyst Desktop	260	<b>Hourly</b> <b>260 Days</b>	<b>\$27.50</b> 57,200	<b>\$33.13</b> 68,910	<b>\$38.76</b> 80,621
<b>5</b>							
	5	Technician Network	260	<b>Hourly</b> <b>226 Days</b>	<b>\$29.00</b> 52,432	<b>\$34.94</b> 63,172	<b>\$40.88</b> 73,911
↓	6	Videographer Editor	226	<b>260 Days</b>	60,320	72,675	85,030
<b>6</b>							
	6	Assistant Business Systems Support	226	<b>Daily</b> <b>226 Days</b>	<b>\$266.80</b> 60,297	<b>\$321.45</b> 72,648	<b>\$376.10</b> 84,999
	6	Facilitator Technology Bond Project	226				
	6	Specialist Network	226				
<b>7</b>							
	7	Analyst Network	226	<b>Daily</b> <b>226 Days</b>	<b>\$298.82</b> 67,533	<b>\$360.02</b> 81,365	<b>\$421.22</b> 95,196
	7	Coordinator LMS & Testing Import	226				
	7	Specialist Instructional Materials Integration	226				
	7	Supervisor District Device Warranty	226				
<b>8</b>							
	8	Administrator Email & Security Systems	226	<b>Daily</b> <b>226 Days</b>	<b>\$334.67</b> 75,635	<b>\$403.22</b> 91,128	<b>\$471.77</b> 106,620
	8	Administrator ITSM System	226				
	8	Administrator Security Systems	226				
	8	Analyst Developer Programmer Sr	226				
	8	Analyst Network Sr	226				
	8	Analyst Student Data Management	226				
	8	Analyst Student Records	226				
	8	Analyst Systems	226				
	8	Architect Enterprise Cloud	226				
	8	Engineer Desktop Sr	226				
	8	Engineer Identity Management	226				
	8	Programmer Analyst Sr	226				
	8	Student Systems Support Lead	226				
	8	Supervisor Help Desk	226				

## 2024-2025 Proposed Information Technology Pay Plan

Austin ISD

\*For hourly grades, annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>9</b>						
	9	Administrator Network Security	226	<b>\$368.14</b>	<b>\$443.54</b>	<b>\$518.94</b>
	9	Analyst Systems Lead	226	83,200	100,240	117,280
	9	Architect Data	226			
<b>10</b>						
	10	Administrator Database Lead	226	<b>\$404.95</b>	<b>\$487.89</b>	<b>\$570.83</b>
	10	Administrator UNIX Sr	226	91,519	110,263	129,008
	10	Architect Network	226			
	10	BD Manager Technology Project	226			
	10	Manager Enterprise Development	226			
	10	Manager Network Operations	226			
	10	Manager Technology Business Office	226			

## 2024-2025 Information Technology Placement Scale

Austin ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Total Exp	Pay Grades				
		1	2	3	4	5
Minimum	0	\$19.75	\$22.50	\$26.00	\$27.50	\$29.00
	1	\$20.02	\$22.81	\$26.36	\$27.88	\$29.40
	2	\$20.29	\$23.11	\$26.71	\$28.25	\$29.79
	3	\$20.56	\$23.41	\$27.06	\$28.62	\$30.18
	4	\$20.83	\$23.71	\$27.41	\$28.99	\$30.57
	5	\$21.10	\$24.01	\$27.76	\$29.36	\$30.96
	6	\$21.37	\$24.31	\$28.11	\$29.73	\$31.35
	7	\$21.64	\$24.61	\$28.46	\$30.10	\$31.74
	8	\$21.91	\$24.91	\$28.81	\$30.47	\$32.13
	9	\$22.18	\$25.21	\$29.16	\$30.84	\$32.52
	10	\$22.45	\$25.51	\$29.51	\$31.21	\$32.91
	11	\$22.72	\$25.81	\$29.86	\$31.58	\$33.30
	12	\$22.99	\$26.11	\$30.21	\$31.95	\$33.69
	13	\$23.26	\$26.41	\$30.56	\$32.32	\$34.08
Midpoint	14	\$23.53	\$26.71	\$30.91	\$32.69	\$34.47
	15	\$23.80	\$27.11	\$31.33	\$33.13	\$34.94
	16	\$24.07	\$27.41	\$31.68	\$33.50	\$35.33
	17	\$24.34	\$27.71	\$32.03	\$33.87	\$35.72
	18	\$24.61	\$28.01	\$32.38	\$34.24	\$36.11
	19	\$24.88	\$28.31	\$32.73	\$34.61	\$36.50
	20	\$25.15	\$28.61	\$33.08	\$34.98	\$36.89
	21					
	22					
	23					
	24					
	25					
	26					
	27					
	28					
	29					
	Maximum	30				

**Austin ISD**  
**Market Comparisons, 2023-2024**

**Instructional Support**

	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate	2023-2024 District Rate	2023-2024 District Rate Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market	
1	Braillist	Braillist	NS		\$20.00	\$22.38	112%	\$24.30	122%	
2	Child Care Teacher	Worker Child Care	NS,X		\$16.64	\$22.51	135%	\$23.71	143%	
3	Child Care Worker	Assistant Child Care	NS,X		\$15.83	\$22.79	144%	\$23.13	146%	
4	Classroom Teacher Aide	Teacher Assistant (Various PG 3)	M	14	\$17.44	\$22.25	128%	\$23.71	136%	
5	Computer Lab Aide	Assistant Computer Lab	M,X	3	\$17.79	\$22.19	125%	\$23.71	133%	
6	Deaf-Education Interpreter (Basic)	Interpreter Educational	C	3	\$30.10	\$31.87	106%	\$27.98	93%	
7	Library Aide	Clerk Library	M	9	\$18.15	\$21.92	121%	\$23.13	127%	
8	Parent Liaison	Specialist Parent Support	M	8	\$22.93	\$24.63	107%	\$25.06	109%	
9	Special Education Aide - General/Resource	Teacher Assistant Special Ed (Various pg 4)	M	14	\$18.29	\$23.54	129%	\$24.30	133%	
10	Special Education Aide - High Needs	Teacher Assistant Special Ed (Various pg 4)	M	13	\$18.55	\$23.26	125%	\$24.30	131%	
<b>District Comparison to Market</b>							<b>2023-2024 Pay</b>	<b>118%</b>	<b>Plan</b>	<b>122%</b>

**Notes**

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- X** Market comparison is excluded from overall counts and averages

# Austin ISD

## Market Minimum Comparisons, 2023-2024

**Instructional Support**

*Pay Range Minimums*

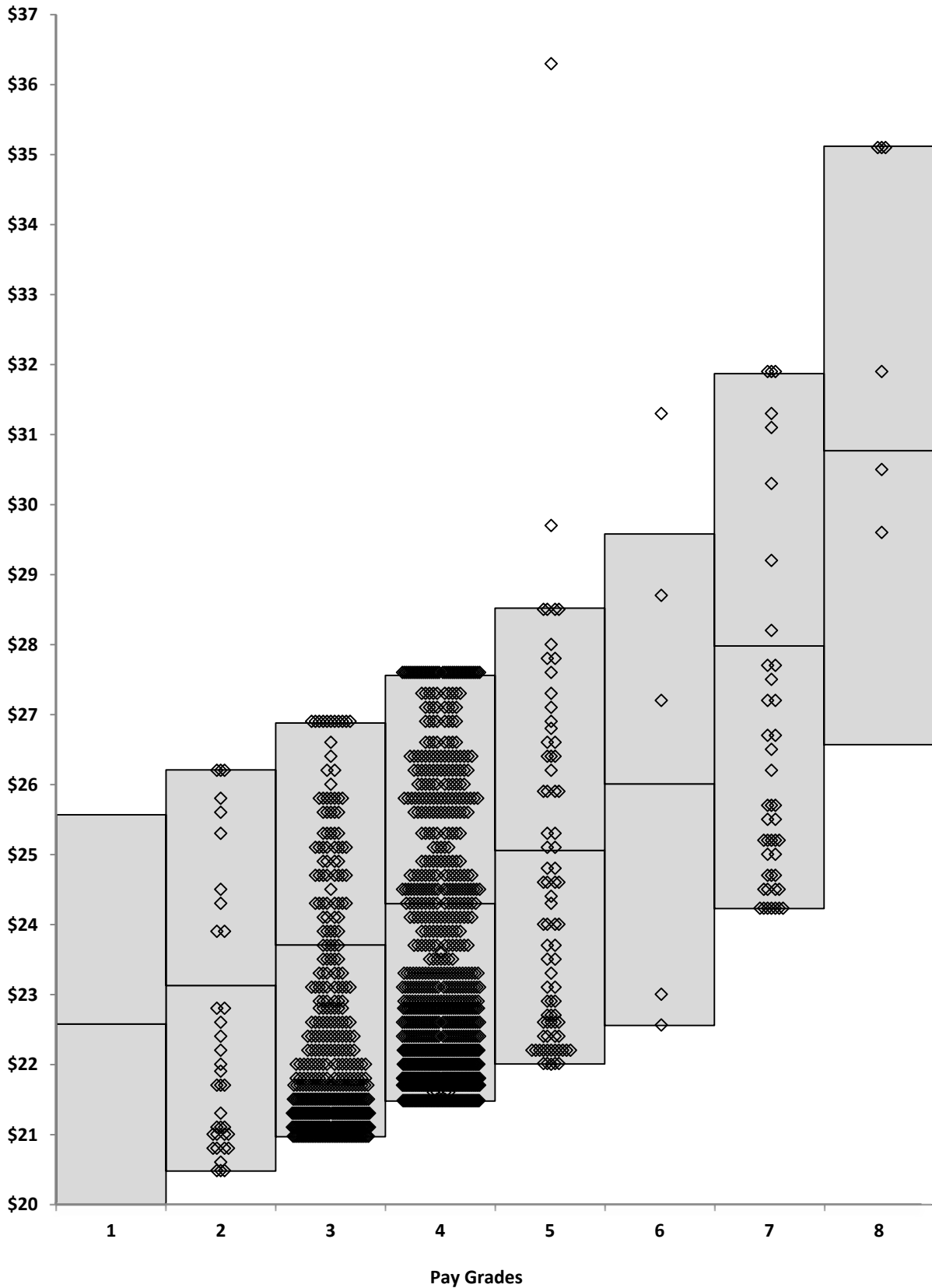
	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate Minimum	2023-2024 District Rate Minimum	2023-2024 District Minimum Compared to Market
1	Classroom Teacher Aide	Teacher Assistant (Various PG 3)	M	12	\$15.73	\$20.97	<b>133%</b>
2	Computer Lab Aide	Assistant Computer Lab	M,X	<b>3</b>	\$16.25	\$20.97	<b>129%</b>
3	Deaf-Education Interpreter (Basic)	Interpreter Educational	M,X	<b>3</b>	\$23.84	\$24.23	<b>102%</b>
4	Library Aide	Clerk Library	M	9	\$16.10	\$20.48	<b>127%</b>
5	Parent Liaison	Specialist Parent Support	M	7	\$18.34	\$22.01	<b>120%</b>
6	Special Education Aide - General/Resource	Teacher Assistant Special Ed (Various pg 4)	M	12	\$16.27	\$21.48	<b>132%</b>
7	Special Education Aide - High Needs	Teacher Assistant Special Ed (Various pg 4)	M	11	\$17.09	\$21.48	<b>126%</b>
<b>District Comparison to Market</b>						<b>Plan</b>	<b>128%</b>

**Notes**

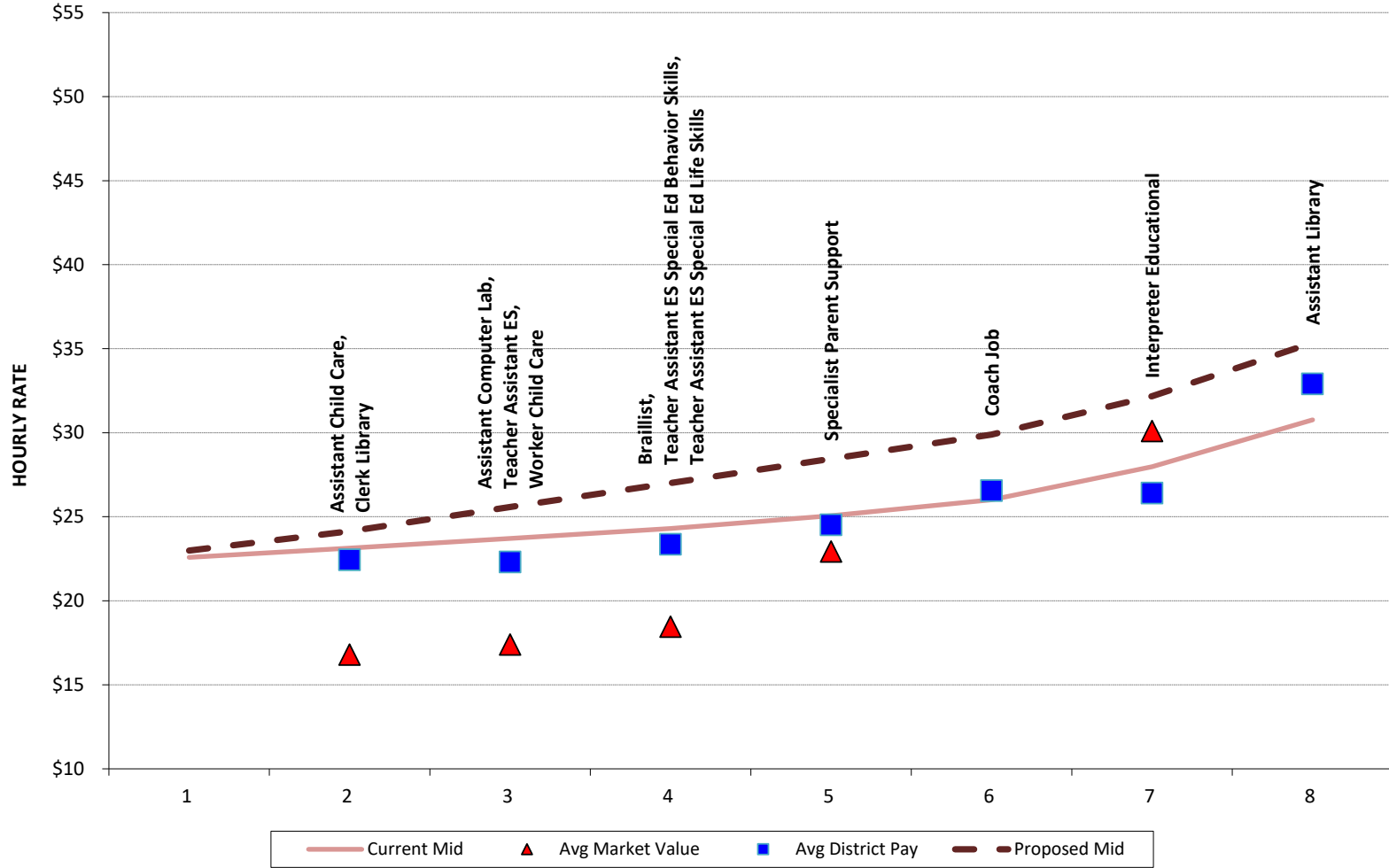
- M** Market minimum is median of reporting comparison districts
- X** Market comparison is excluded from overall counts and averages

# Current Pay vs. Current Structure - Instructional Support

Austin ISD



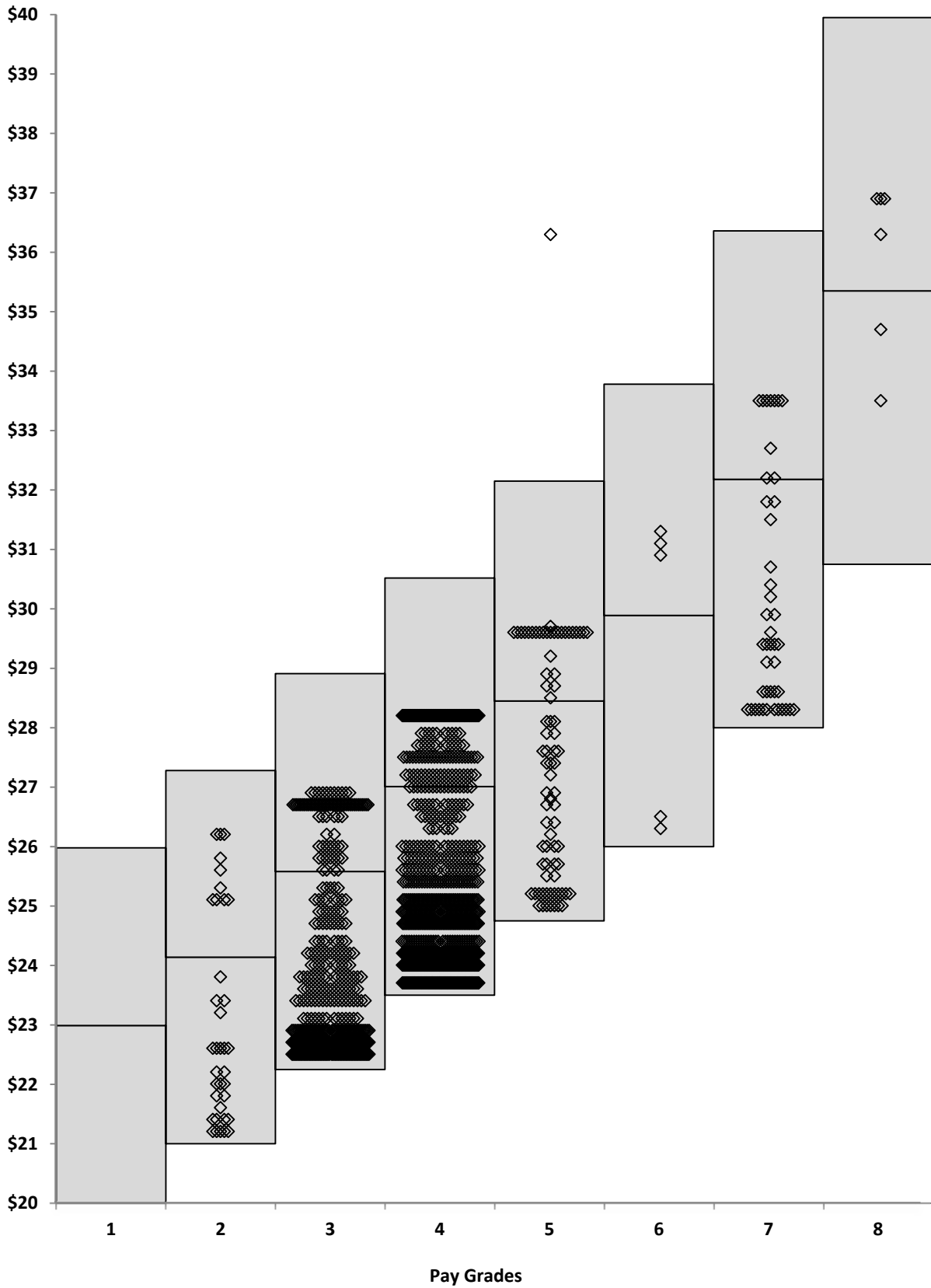
**Structure Development**  
**Austin ISD**  
**Instructional Support**





# Proposed Pay vs. Proposed Structure - Instructional Support

Austin ISD



## 2024-2025 Proposed Instructional Support Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>2</b>							
	2	Assistant Child Care	209, 260	<b>Hourly</b>	<b>\$21.00</b>	<b>\$24.14</b>	<b>\$27.28</b>
	2	Clerk Library	218	<b>209 Days</b>	35,112	40,362	45,612
				<b>218 Days</b>	36,624	42,100	47,576
				<b>260 Days</b>	43,680	50,211	56,742
<b>3</b>							
	3	Assistant Computer Lab	231	<b>Hourly</b>	<b>\$22.25</b>	<b>\$25.58</b>	<b>\$28.91</b>
	3	Monitor ISS	209	<b>209 Days</b>	37,202	42,770	48,338
	3	Teacher Assistant ES	209	<b>231 Days</b>	41,118	47,272	53,426
	3	Teacher Assistant ES   PreK 4	209				
	3	Teacher Assistant ES Bilingual GF	209				
	3	Teacher Assistant ES GF	209				
	3	Teacher Assistant ES Literacy First Initiative	209				
	3	Teacher Assistant ES Montessori	209				
	3	Teacher Assistant ES Physical Ed	209				
	3	Teacher Assistant ES Physical Ed GF	209				
	3	Teacher Assistant ES PreK 3	209				
	3	Teacher Assistant ES PreK 3 Bilingual	209				
	3	Teacher Assistant ES PreK 4	209				
	3	Teacher Assistant ES PreK 4 Bilingual	209				
	3	Teacher Assistant ES Resident	209				
	3	Teacher Assistant HQ	209				
	3	Teacher Assistant HS	209				
	3	Teacher Assistant HS Delta	209				
	3	Teacher Assistant HS GF	209				
	3	Teacher Assistant HS Resident	209				
	3	Worker Child Care	209				

## 2024-2025 Proposed Instructional Support Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>4</b>							
	4	Brailist	224	<b>Hourly</b>	<b>\$23.50</b>	<b>\$27.01</b>	<b>\$30.52</b>
	4	Teacher Assistant ES Special Ed	209	<b>209 Days</b>	39,292	45,161	51,029
	4	Teacher Assistant ES Special Ed Auditory Impairment	209	<b>224 Days</b>	42,112	48,402	54,692
	4	Teacher Assistant ES Special Ed Behavior Skills	209	<b>231 Days</b>	43,428	49,914	56,401
	4	Teacher Assistant ES Special Ed ECSE	209				
	4	Teacher Assistant ES Special Ed ECSE Bilingual	209				
	4	Teacher Assistant ES Special Ed Inclusion Bilingual	209				
	4	Teacher Assistant ES Special Ed Intensive Support	209				
	4	Teacher Assistant ES Special Ed Intensive Support GF	209				
	4	Teacher Assistant ES Special Ed Life Skills	209				
	4	Teacher Assistant ES Special Ed Life Skills Bilingual	209				
	4	Teacher Assistant ES Special Ed One to One	209				
	4	Teacher Assistant ES Special Ed One to One Bilingual	209				
	4	Teacher Assistant ES Special Ed One to One GF	209				
	4	Teacher Assistant ES Special Ed Resource	209				
	4	Teacher Assistant ES Special Ed Resource Bilingual	209				
	4	Teacher Assistant ES Special Ed Scores	209				
	4	Teacher Assistant ES Special Ed Scores   SBS	209				
	4	Teacher Assistant ES Special Ed Scores Bilingual	209				
	4	Teacher Assistant ES Special Ed Social Behavior Skills	209				
	4	Teacher Assistant HS Special Ed Behavior Skills	209				
	4	Teacher Assistant HS Special Ed Intensive Support	209				
	4	Teacher Assistant HS Special Ed Intensive Support GF	209				
	4	Teacher Assistant HS Special Ed Life Skills	209				
	4	Teacher Assistant HS Special Ed One to One	209				
	4	Teacher Assistant HS Special Ed Resource	209, 231				
	4	Teacher Assistant HS Special Ed Scores	209				
	4	Teacher Assistant MS Special Ed	209				
	4	Teacher Assistant MS Special Ed Auditory Impairment	209				
	4	Teacher Assistant MS Special Ed Behavior Skills	209				
	4	Teacher Assistant MS Special Ed Intensive Support	209				
	4	Teacher Assistant MS Special Ed Intensive Support GF	209				
	4	Teacher Assistant MS Special Ed Life Skills	209				
	4	Teacher Assistant MS Special Ed One to One	209				
	4	Teacher Assistant MS Special Ed One to One GF	209				
	4	Teacher Assistant MS Special Ed Resource	209				
	4	Teacher Assistant MS Special Ed Scores	209				
	4	Teacher Assistant MS Special Ed Scores Bilingual	209				
	4	Teacher Assistant SSC Special Ed	209				
	4	Teacher Assistant SSC Special Ed Deaf Blind Intervener	209				
	4	Teacher Assistant SSC Special Ed Go Project	209				
	4	Teacher Assistant SSC Special Ed Intensive Support	209				
	4	Teacher Assistant SSC Special Ed Intensive Support GF	209				
	4	Teacher Assistant SSC Special Ed Life Skills	209				
	4	Teacher Assistant SSC Special Ed One to One	209				
	4	Teacher Assistant SSC Special Ed One to One GF	209				
	4	Teacher Assistant SSC Special Ed Resource	209				

## 2024-2025 Proposed Instructional Support Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>5</b>				<b>Hourly</b>	<b>\$24.75</b>	<b>\$28.45</b>	<b>\$32.15</b>
	5	Advocate Head Start Family	260	<b>209 Days</b>	41,382	47,568	53,755
	5	Specialist Home Visit Support	233	<b>233 Days</b>	46,134	53,031	59,928
	5	Specialist Parent Support	209	<b>260 Days</b>	51,480	59,176	66,872
	5	Specialist Parent Support GF	209				
	5	Specialist Pre-K Parent Support Partnership	260				
<b>6</b>				<b>Hourly</b>	<b>\$26.00</b>	<b>\$29.89</b>	<b>\$33.78</b>
	6	Coach Job	260	<b>260 Days</b>	54,080	62,171	70,262
<b>7</b>				<b>Hourly</b>	<b>\$28.00</b>	<b>\$32.18</b>	<b>\$36.36</b>
	7	Assistant Therapeutic	209	<b>209 Days</b>	46,816	53,805	60,794
	7	Interpreter Educational	209	<b>260 Days</b>	58,240	66,934	75,629
	7	Supervisor Licensed Site	209, 260				
<b>8</b>				<b>Hourly</b>	<b>\$30.75</b>	<b>\$35.35</b>	<b>\$39.95</b>
	8	Assistant Library	209	<b>209 Days</b>	51,414	59,105	66,796
	8	Coach Graduation	209, 231	<b>231 Days</b>	56,826	65,327	73,828

## 2024-2025 Instructional Support Placement Scale

Austin ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Job Exp	Pay Grades							
		1	2	3	4	5	6	7	8
Minimum	0	\$20.00	\$21.00	\$22.25	\$23.50	\$24.75	\$26.00	\$28.00	\$30.75
	1	\$20.20	\$21.21	\$22.47	\$23.74	\$25.00	\$26.26	\$28.28	\$31.06
	2	\$20.39	\$21.41	\$22.69	\$23.97	\$25.24	\$26.51	\$28.55	\$31.36
	3	\$20.58	\$21.61	\$22.91	\$24.20	\$25.48	\$26.76	\$28.82	\$31.66
	4	\$20.77	\$21.81	\$23.13	\$24.43	\$25.72	\$27.01	\$29.09	\$31.96
	5	\$20.96	\$22.01	\$23.35	\$24.66	\$25.96	\$27.26	\$29.36	\$32.26
	6	\$21.15	\$22.21	\$23.57	\$24.89	\$26.20	\$27.51	\$29.63	\$32.56
	7	\$21.34	\$22.41	\$23.79	\$25.12	\$26.44	\$27.76	\$29.90	\$32.86
	8	\$21.53	\$22.61	\$24.01	\$25.35	\$26.68	\$28.01	\$30.17	\$33.16
	9	\$21.72	\$22.81	\$24.23	\$25.58	\$26.92	\$28.26	\$30.44	\$33.46
	10	\$21.91	\$23.01	\$24.45	\$25.81	\$27.16	\$28.51	\$30.71	\$33.76
	11	\$22.10	\$23.21	\$24.67	\$26.04	\$27.40	\$28.76	\$30.98	\$34.06
	12	\$22.29	\$23.41	\$24.89	\$26.27	\$27.64	\$29.01	\$31.25	\$34.36
	13	\$22.48	\$23.61	\$25.11	\$26.50	\$27.88	\$29.26	\$31.52	\$34.66
14	\$22.67	\$23.81	\$25.33	\$26.73	\$28.12	\$29.51	\$31.79	\$34.96	
Midpoint	15	\$22.99	\$24.14	\$25.58	\$27.01	\$28.45	\$29.89	\$32.18	\$35.35
	16	\$23.18	\$24.34	\$25.80	\$27.24	\$28.69	\$30.14	\$32.45	\$35.65
	17	\$23.37	\$24.54	\$26.02	\$27.47	\$28.93	\$30.39	\$32.72	\$35.95
	18	\$23.56	\$24.74	\$26.24	\$27.70	\$29.17	\$30.64	\$32.99	\$36.25
	19	\$23.75	\$24.94	\$26.46	\$27.93	\$29.41	\$30.89	\$33.26	\$36.55
	20	\$23.94	\$25.14	\$26.68	\$28.16	\$29.65	\$31.14	\$33.53	\$36.85
	21								
	22								
	23								
	24								
	25								
	26								
	27								
	28								
	29								
	Maximum	30							

**Austin ISD**  
**Market Comparisons, 2023-2024**

NIS

	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate	2023-2024 District Rate	2023-2024 District Rate Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market
1	Accounting Specialist	Technician Accounting	C	7	\$26.21	\$26.37	101%	\$26.46	101%
2	Accounts Payable Specialist	Specialist Accounts Payable	C	14	\$25.08	\$29.03	116%	\$26.46	106%
3	Accounts Payable Specialist, Sr	Specialist Accounts Payable Sr	NS,X		\$26.18	\$34.59	132%	\$30.78	118%
4	Accounts Payable Supervisor	Sueprvisor Accounts Payable	NS		\$35.66	\$37.62	105%	\$33.49	94%
5	Administrative Assistant - Campus	Clerk Campus	M	13	\$20.16	\$21.72	108%	\$22.58	112%
6	Administrative Assistant - Director	Administrative Assistant - Director	M	11	\$25.79	\$24.62	95%	\$25.06	97%
7	Administrative Assistant - Executive/Chief	Executive Assistant III	M	13	\$31.04	\$33.05	106%	\$30.78	99%
8	Administrative Assistant to Principal - ES	Administrative Assistant - Principal ES	M	14	\$23.42	\$25.24	108%	\$25.06	107%
9	Administrative Assistant to Principal - HS	Administrative Assistant - Principal HS	M	14	\$24.84	\$25.86	104%	\$25.06	101%
10	Administrative Assistant to Principal - MS	Administrative Assistant - Principal MS	M	14	\$24.49	\$25.63	105%	\$25.06	102%
11	Attendance/PEIMS Data Assistant - ES	Specialist Attendance ES	M	12	\$19.79	\$22.90	116%	\$23.13	117%
12	Attendance/PEIMS Data Assistant - HS	Specialist Attendance HS	M	12	\$20.94	\$22.25	106%	\$23.13	110%
13	Attendance/PEIMS Data Assistant - MS	Specialist Attendance MS	M	12	\$19.70	\$21.96	111%	\$23.13	117%
14	Bookkeeper - HS	Technician Accounting - HS	M	13	\$24.60	\$27.43	112%	\$26.46	108%
15	Budget Analyst	Analyst Budget	NS		\$34.51	\$35.75	104%	\$33.49	97%
16	CAD Technician	Technician Computer Aided Drafting	NS		\$29.38	\$27.70	94%	\$30.78	105%
17	Executive Assistant - Superintendent	Executive Assistant Superintendent	M,X	14	\$37.59	\$50.69	135%	\$35.85	95%
18	General Clerk I	Clerk	NS		\$19.06	\$22.98	121%	\$22.58	118%
19	Human Resources Specialist	Specialist Human Capital	C	14	\$27.37	\$31.63	116%	\$30.78	112%
20	Human Resources Specialist, Sr	Specialist Human Capital Sr/Lead	NS		\$32.38	\$33.98	105%	\$33.49	103%
21	Lab Assistant	Technician Laboratory	NS		\$27.70	-	-	\$25.06	90%
22	Nursing Assistant (non-certified)	Assistant Health Room	NS,X		\$16.81	\$23.36	139%	\$24.30	145%
23	Payroll Specialist	Specialist Payroll Sr	C	14	\$28.01	\$29.38	105%	\$30.78	110%
24	Payroll Specialist, Sr	Specialist Payroll Sr	NS		\$31.36	\$31.09	99%	\$30.78	98%
25	Payroll Supervisor	Supervisor Payroll	M	10	\$44.78	\$38.30	86%	\$33.49	75%
26	Purchasing Specialist	Assistant Procurement	C	10	\$26.90	\$27.06	101%	\$25.06	93%

**Austin ISD**  
**Market Comparisons, 2023-2024**

NIS

	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate	2023-2024 District Rate	2023-2024 District Rate Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market
27	Purchasing Specialist, Sr	Specialist Procurement	NS		\$26.00	\$30.43	117%	\$30.78	118%
28	Receptionist - Central Office	Representative Customer Service	C	11	\$19.86	\$22.21	112%	\$23.71	119%
29	Registrar - HS	Registrar HS	M	14	\$23.67	\$29.73	126%	\$28.29	120%
30	Registrar - MS	Guidance Secretary	M	11	\$22.49	\$22.21	99%	\$23.13	103%
31	Security Guard	Campus Safety Monitor	C	8	\$19.22	\$21.26	111%	\$22.58	118%
32	Warehouse Assistant	Technician Inventory	C	7	\$19.43	\$24.12	124%	\$23.71	122%
<b>District Comparison to Market</b>						<b>2023-2024 Pay</b>	<b>104%</b>	<b>Plan</b>	<b>106%</b>

**Notes**

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- X** Market comparison is excluded from overall counts and averages

**Austin ISD**

**Market Minimum Comparisons, 2023-2024**

**NIS**

*Pay Range Minimums*

	<b>Benchmark Position</b>	<b>District Job Title</b>	<b>Note</b>	<b>Districts Reporting</b>	<b>2023-2024 Market Rate Minimum</b>	<b>2023-2024 District Rate Minimum</b>	<b>2023-2024 District Minimum Compared to Market</b>
1	Accounting Specialist	Technician Accounting	M	7	\$24.12	\$23.00	<b>95%</b>
2	Accounts Payable Specialist	Specialist Accounts Payable	M	13	\$22.89	\$23.00	<b>100%</b>
3	Administrative Assistant - Campus	Clerk Campus	M	11	\$17.00	\$20.00	<b>118%</b>
4	Administrative Assistant - Director	Administrative Assistant - Director	M	10	\$22.21	\$22.01	<b>99%</b>
5	Administrative Assistant - Executive/Chief	Executive Assistant III	M	11	\$25.62	\$26.58	<b>104%</b>
6	Administrative Assistant to Principal - ES	Administrative Assistant - Principal ES	M	12	\$19.61	\$22.01	<b>112%</b>
7	Administrative Assistant to Principal - HS	Administrative Assistant - Principal HS	M	12	\$21.19	\$22.01	<b>104%</b>
8	Administrative Assistant to Principal - MS	Administrative Assistant - Principal MS	M	12	\$19.75	\$22.01	<b>111%</b>
9	Attendance/PEIMS Data Assistant - ES	Specialist Attendance ES	M	11	\$17.30	\$20.48	<b>118%</b>
10	Attendance/PEIMS Data Assistant - HS	Specialist Attendance HS	M	11	\$17.00	\$20.48	<b>120%</b>
11	Attendance/PEIMS Data Assistant - MS	Specialist Attendance MS	M	11	\$17.00	\$20.48	<b>120%</b>
12	Bookkeeper - HS	Technician Accounting - HS	M	12	\$20.19	\$23.00	<b>114%</b>
13	Executive Assistant - Superintendent	Executive Assistant Superintendent	M,X	12	\$30.99	\$30.82	<b>99%</b>
14	Human Resources Specialist	Specialist Human Capital	M	13	\$25.00	\$26.58	<b>106%</b>
15	Payroll Specialist	Specialist Payroll Sr	M	13	\$23.50	\$23.00	<b>98%</b>
16	Payroll Supervisor	Supervisor Payroll	M	10	\$37.23	\$28.84	<b>77%</b>
17	Purchasing Specialist	Assistant Procurement	M	9	\$23.51	\$22.01	<b>94%</b>
18	Receptionist - Central Office	Representative Customer Service	M	9	\$17.26	\$20.97	<b>121%</b>
19	Registrar - HS	Registrar HS	M	12	\$20.09	\$24.53	<b>122%</b>
20	Registrar - MS	Guidance Secretary	M	10	\$18.42	\$20.48	<b>111%</b>
21	Security Guard	Campus Safety Monitor	M	8	\$16.81	\$20.00	<b>119%</b>
22	Warehouse Assistant	Technician Inventory	M	6	\$17.45	\$20.97	<b>120%</b>
<b>District Comparison to Market</b>						<b>Plan</b>	<b>109%</b>



# Austin ISD

## Market Minimum Comparisons, 2023-2024

NIS

*Pay Range Minimums*

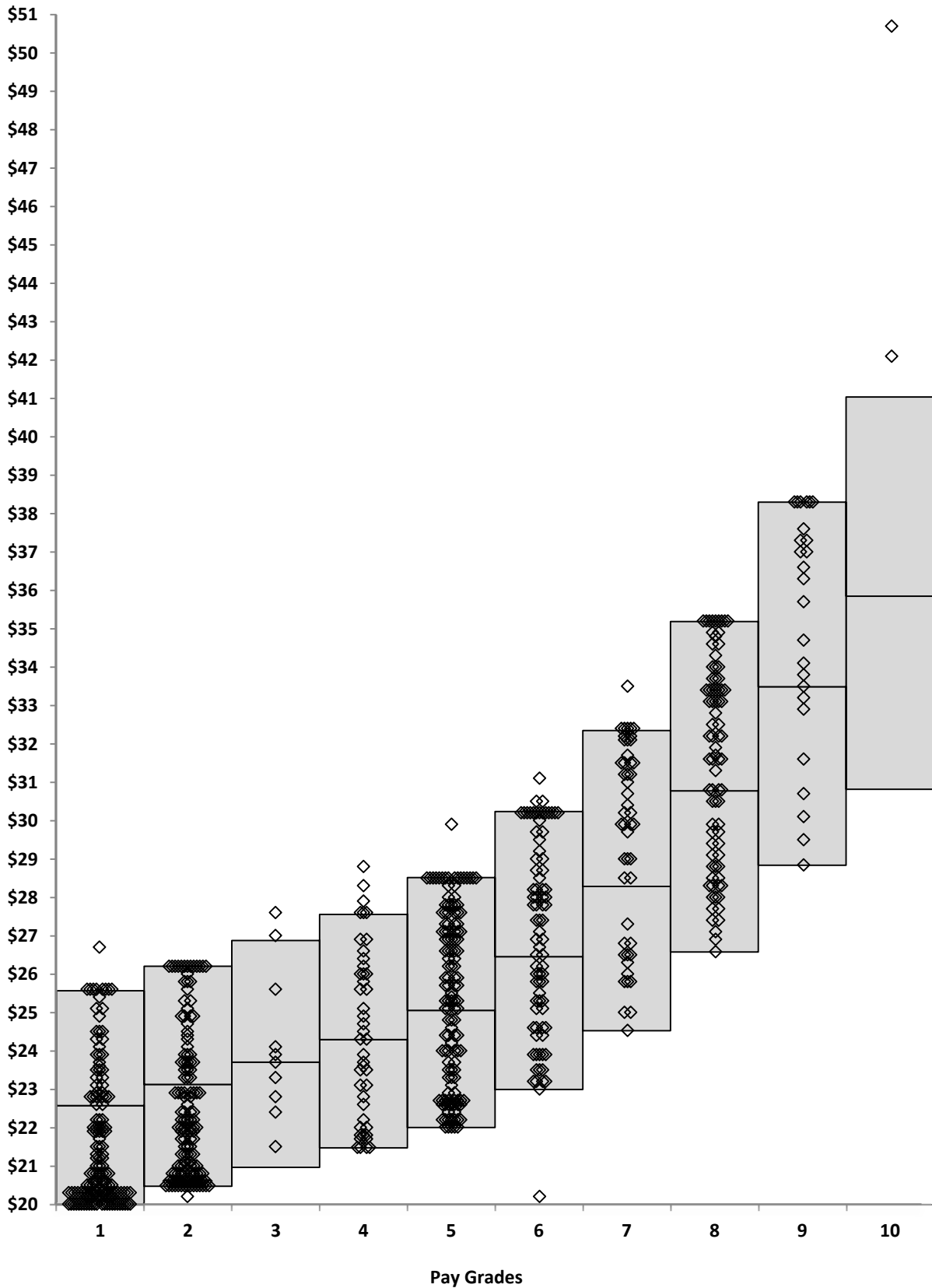
Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate Minimum	2023-2024 District Rate Minimum	2023-2024 District Minimum Compared to Market

**Notes**

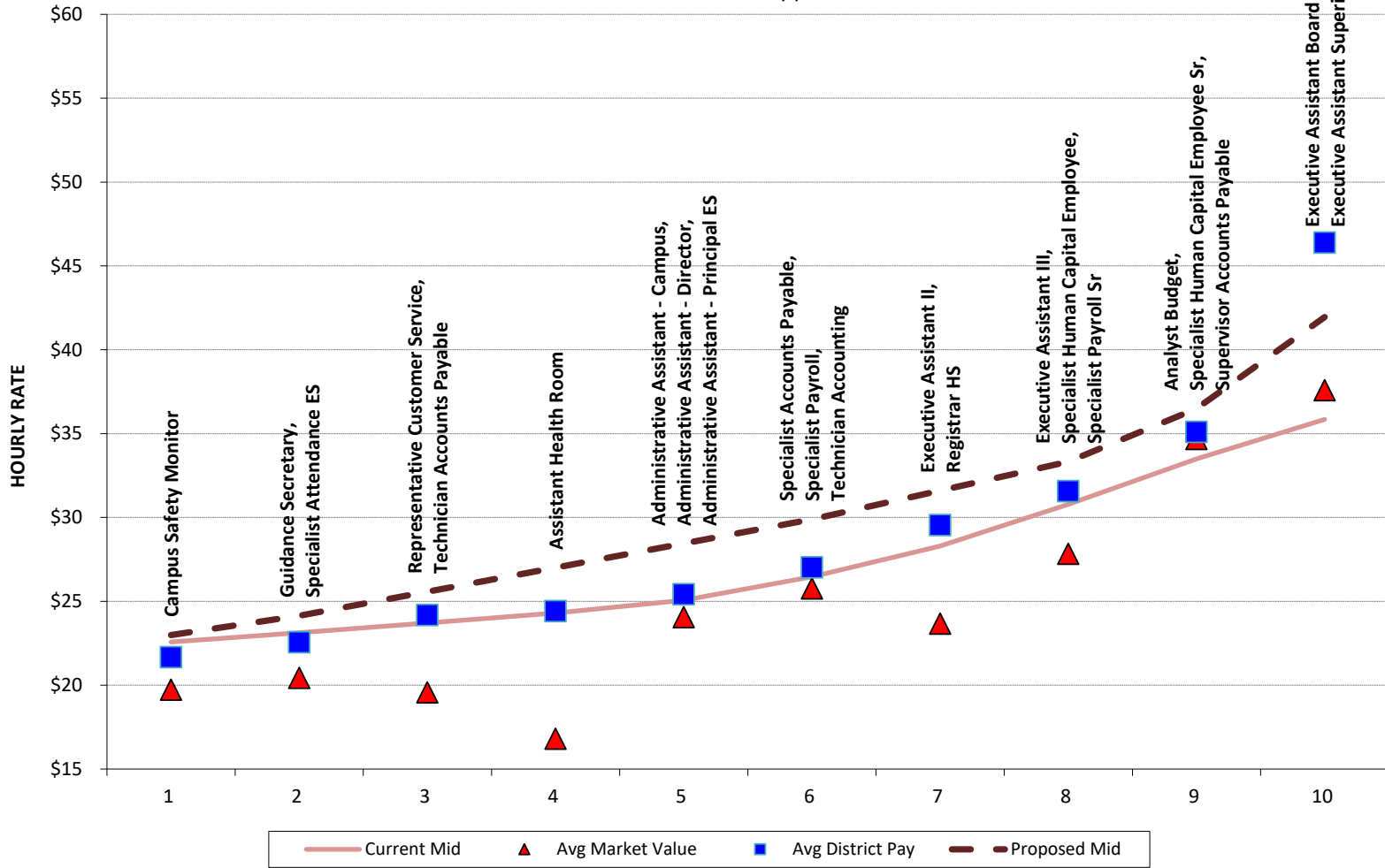
- M** Market minimum is median of reporting comparison districts
- X** Market comparison is excluded from overall counts and averages

# Current Pay vs. Current Structure - Non-Instructional Support

Austin ISD

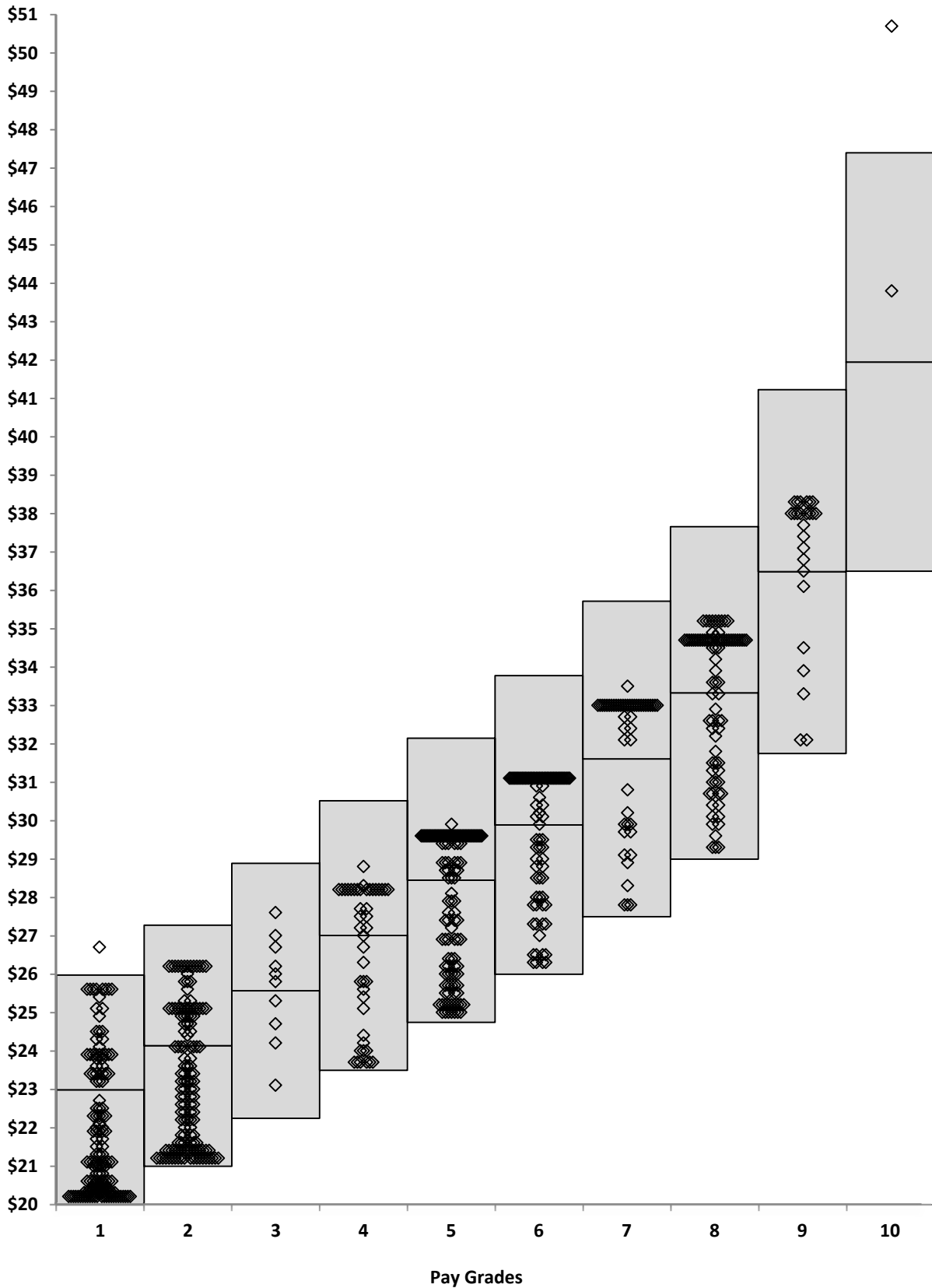


**Structure Development**  
**Austin ISD**  
 Non-Instructional Support



# Proposed Pay vs. Proposed Structure - Non-Instructional Support

Austin ISD



## 2024-2025 Proposed Non-Instructional Support Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>1</b>				<b>Hourly</b>	<b>\$20.00</b>	<b>\$22.99</b>	<b>\$25.98</b>
	1	Campus Safety Monitor	209	<b>209 Days</b>	33,440	38,439	43,439
	1	Clerk	218, 260	<b>218 Days</b>	34,880	40,095	45,309
	1	Clerk Campus	218	<b>260 Days</b>	41,600	47,819	54,038
<b>2</b>				<b>Hourly</b>	<b>\$21.00</b>	<b>\$24.14</b>	<b>\$27.28</b>
	2	Guidance Secretary	218	<b>218 Days</b>	36,624	42,100	47,576
	2	Specialist Attendance ES	224	<b>224 Days</b>	37,632	43,259	48,886
	2	Specialist Attendance HS	224, 260	<b>260 Days</b>	43,680	50,211	56,742
	2	Specialist Attendance MS	224				
	2	Technician Badge	260				
<b>3</b>				<b>Hourly</b>	<b>\$22.25</b>	<b>\$25.57</b>	<b>\$28.89</b>
	3	Representative Customer Service	260	<b>260 Days</b>	46,280	53,186	60,091
	3	Technician Accounts Payable	260				
	3	Technician Inventory	260				
<b>4</b>				<b>Hourly</b>	<b>\$23.50</b>	<b>\$27.01</b>	<b>\$30.52</b>
	4	Assistant Data Processing	260	<b>209 Days</b>	39,292	45,161	51,029
	4	Assistant Data Processing PEIMS	260	<b>260 Days</b>	48,880	56,181	63,482
	4	Assistant Health Room	209				
	4	Clerk Special Ed Management Services	260				
<b>5</b>				<b>Hourly</b>	<b>\$24.75</b>	<b>\$28.45</b>	<b>\$32.15</b>
	5	Administrative Assistant - Campus	260	<b>233 Days</b>	46,134	53,031	59,928
	5	Administrative Assistant - Director	260	<b>260 Days</b>	51,480	59,176	66,872
	5	Administrative Assistant - Principal ES	233	<b>260 Days</b>	51,480	59,176	66,872
	5	Administrative Assistant - Principal HS	260				
	5	Administrative Assistant - Principal MS	233				
	5	Assistant Procurement	260				
	5	Clerk Technical	260				
	5	Technical Clerk	260				
	5	Technician Laboratory	260				
<b>6</b>				<b>Hourly</b>	<b>\$26.00</b>	<b>\$29.89</b>	<b>\$33.78</b>
	6	Coordinator Clerical Staff	260	<b>233 Days</b>	48,464	55,715	62,966
	6	Executive Assistant I	260	<b>260 Days</b>	54,080	62,171	70,262
	6	Facilitator Library Technology	260				
	6	GF Technician Accounting	260				
	6	Registrar SSC	260				
	6	Specialist Accounts Payable	260				
	6	Specialist Athletic District Concessions	260				
	6	Specialist Facility Use	260				
	6	Specialist Payroll	260				
	6	Specialist Project Help Program	260				
	6	Specialist Student Records	260				
	6	Technician Accounting	233, 260				
	6	Technician Accounting - HS	233, 260				

## 2024-2025 Proposed Non-Instructional Support Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>7</b>							
	7	Accountant Assistant	260	<b>Hourly</b>	<b>\$27.50</b>	<b>\$31.61</b>	<b>\$35.72</b>
	7	Assistant Learning Management	260	<b>260 Days</b>	57,200	65,749	74,298
	7	Assistant Management Principal	260				
	7	Executive Assistant II	260				
	7	Registrar HS	260				
	7	Technician Utility Conservation	260				
<b>8</b>							
	8	Accountant I Travel	260	<b>Hourly</b>	<b>\$29.00</b>	<b>\$33.33</b>	<b>\$37.66</b>
	8	Assistant Communications Marketing	260	<b>260 Days</b>	60,320	69,326	78,333
	8	Coordinator Transportation Planning & Scheduling	260	<b>226 Days</b>	52,432	60,261	68,089
	8	Executive Assistant III	260	<b>260 Days</b>	60,320	69,326	78,333
	8	GF Liaison Newcomer Family	260				
	8	GF Liaison Refugee Family	260				
	8	GF Specialist Budget Multilingual	260				
	8	Specialist Accounts Payable Sr	260				
	8	Specialist Budget Visual & Performing Arts	260				
	8	Specialist Data Management	260				
	8	Specialist Data Management & Reporting	260				
	8	Specialist Emergency Management	260				
	8	Specialist Employee Appraisal Systems	260				
	8	Specialist Families as Partners Support	260				
	8	Specialist Food Service Payroll Sr	260				
	8	Specialist Human Capital Employee	260				
	8	Specialist Human Capital Employee Cert & Prof Lrng	260				
	8	Specialist Human Capital Employee Relations	260				
	8	Specialist Human Capital Position Control & Systems	260				
	8	Specialist Inventory Control	260				
	8	Specialist Parent Support Lead	260				
	8	Specialist Payroll Sr	260				
	8	Specialist Pcard & Textbook	260				
	8	Specialist Pcard Billing	260				
	8	Specialist Procurement	260				
	8	Specialist Service Documentation	260				
	8	Specialist Social Media & Graphics	260				
	8	Specialist Talent Development	260				
	8	Technician Academic Materials	260				
	8	Technician Computer Aided Drafting	260				
	8	Technician Student Enrollment	260				

**2024-2025 Proposed Non-Instructional Support Pay Plan**

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>9</b>				<b>Hourly</b>	<b>\$31.75</b>	<b>\$36.49</b>	<b>\$41.23</b>
	9	Accountant II	260	<b>260 Days</b>	66,040	75,899	85,758
	9	Analyst Budget	260				
	9	Analyst Workers Compensation Employee	260				
	9	GF Analyst Budget Special Ed	260				
	9	Specialist Human Capital Employee Lead	260				
	9	Specialist Human Capital Employee Sr	260				
	9	Specialist Recruitment & Staffing Sr	260				
	9	Specialist Scheduling & IT Support Lead	260				
	9	Supervisor Accounts Payable	260				
	9	Supervisor Bond Device Office	260				
	9	Supervisor Operations Clerical	260				
	9	Supervisor Payroll	260				
	9	Supervisor Transfer	260				
<b>10</b>				<b>Hourly</b>	<b>\$36.50</b>	<b>\$41.95</b>	<b>\$47.40</b>
	10	Executive Assistant Board of Trustees	226	<b>226 Days</b>	65,992	75,846	85,699
	10	Executive Assistant Superintendent	226				

## 2024-2025 Non-Instructional Support Placement Scale

Austin ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Job Exp	Pay Grades									
		1	2	3	4	5	6	7	8	9	10
Minimum	0	\$20.00	\$21.00	\$22.25	\$23.50	\$24.75	\$26.00	\$27.50	\$29.00	\$31.75	\$36.50
	1	\$20.20	\$21.21	\$22.47	\$23.74	\$25.00	\$26.26	\$27.78	\$29.29	\$32.07	\$36.87
	2	\$20.39	\$21.41	\$22.69	\$23.97	\$25.24	\$26.51	\$28.05	\$29.57	\$32.38	\$37.23
	3	\$20.58	\$21.61	\$22.91	\$24.20	\$25.48	\$26.76	\$28.32	\$29.85	\$32.69	\$37.59
	4	\$20.77	\$21.81	\$23.13	\$24.43	\$25.72	\$27.01	\$28.59	\$30.13	\$33.00	\$37.95
	5	\$20.96	\$22.01	\$23.35	\$24.66	\$25.96	\$27.26	\$28.86	\$30.41	\$33.31	\$38.31
	6	\$21.15	\$22.21	\$23.57	\$24.89	\$26.20	\$27.51	\$29.13	\$30.69	\$33.62	\$38.67
	7	\$21.34	\$22.41	\$23.79	\$25.12	\$26.44	\$27.76	\$29.40	\$30.97	\$33.93	\$39.03
	8	\$21.53	\$22.61	\$24.01	\$25.35	\$26.68	\$28.01	\$29.67	\$31.25	\$34.24	\$39.39
	9	\$21.72	\$22.81	\$24.23	\$25.58	\$26.92	\$28.26	\$29.94	\$31.53	\$34.55	\$39.75
	10	\$21.91	\$23.01	\$24.45	\$25.81	\$27.16	\$28.51	\$30.21	\$31.81	\$34.86	\$40.11
	11	\$22.10	\$23.21	\$24.67	\$26.04	\$27.40	\$28.76	\$30.48	\$32.09	\$35.17	\$40.47
	12	\$22.29	\$23.41	\$24.89	\$26.27	\$27.64	\$29.01	\$30.75	\$32.37	\$35.48	\$40.83
	13	\$22.48	\$23.61	\$25.11	\$26.50	\$27.88	\$29.26	\$31.02	\$32.65	\$35.79	\$41.19
14	\$22.67	\$23.81	\$25.33	\$26.73	\$28.12	\$29.51	\$31.29	\$32.93	\$36.10	\$41.55	
Midpoint	15	\$22.99	\$24.14	\$25.57	\$27.01	\$28.45	\$29.89	\$31.61	\$33.33	\$36.49	\$41.95
	16	\$23.18	\$24.34	\$25.79	\$27.24	\$28.69	\$30.14	\$31.88	\$33.61	\$36.80	\$42.31
	17	\$23.37	\$24.54	\$26.01	\$27.47	\$28.93	\$30.39	\$32.15	\$33.89	\$37.11	\$42.67
	18	\$23.56	\$24.74	\$26.23	\$27.70	\$29.17	\$30.64	\$32.42	\$34.17	\$37.42	\$43.03
	19	\$23.75	\$24.94	\$26.45	\$27.93	\$29.41	\$30.89	\$32.69	\$34.45	\$37.73	\$43.39
	20	\$23.94	\$25.14	\$26.67	\$28.16	\$29.65	\$31.14	\$32.96	\$34.73	\$38.04	\$43.75
	21										
	22										
	23										
	24										
	25										
	26										
	27										
	28										
	29										
	Maximum	30									



**Austin ISD**  
**Market Comparisons, 2023-2024**

**Auxiliary**

	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate	2023-2024 District Rate	2023-2024 District Rate Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market
1	Bus Driver	Bus Driver	M	13	\$25.34	\$25.94	<b>102%</b>	\$25.45	<b>100%</b>
2	Bus Monitor	Bus Monitor	M	13	\$16.99	\$21.57	<b>127%</b>	\$22.58	<b>133%</b>
3	Cabinetmaker	Millworker	NS		\$25.71	\$29.88	<b>116%</b>	\$26.85	<b>104%</b>
4	Carpenter	Carpenter	C	5	\$27.40	\$29.04	<b>106%</b>	\$27.53	<b>100%</b>
5	Child Nutrition Manager - ES	Manager Food Service I/II	M	11	\$22.17	\$26.17	<b>118%</b>	\$25.53	<b>115%</b>
5	Child Nutrition Manager - HS	Manager Food Service IV	M	12	\$24.75	\$30.19	<b>122%</b>	\$27.53	<b>111%</b>
6	Child Nutrition Manager - MS	Manager Food Service III	M	12	\$23.72	\$27.97	<b>118%</b>	\$26.85	<b>113%</b>
7	Child Nutrition Worker	Specialist/technician Food Service Production	C,X	11	\$16.69	\$21.72	<b>130%</b>	\$22.58	<b>135%</b>
8	Construction Project Specialist	Manager Construction Project	C		\$50.98	\$50.14	<b>98%</b>	\$42.25	<b>83%</b>
9	Custodial Supervisor	Supervisor Housekeeping	M	11	\$32.91	\$41.92	<b>127%</b>	\$42.25	<b>128%</b>
10	Custodian	Custodian	C,X	13	\$17.20	\$22.42	<b>130%</b>	\$22.58	<b>131%</b>
11	Dietician	Dietitian	NS		\$33.62	\$42.63	<b>127%</b>	\$37.58	<b>112%</b>
12	District Child Nutrition Supervisor	Supervisor Area Food Service	M,X	6	\$30.69	\$42.12	<b>137%</b>	\$37.58	<b>122%</b>
13	Electrician	Electrician	C	10	\$31.05	\$34.04	<b>110%</b>	\$30.67	<b>99%</b>
14	Electronics Technician	Technician Electronics	NS		\$34.59	\$27.00	<b>78%</b>	\$27.53	<b>80%</b>
15	General Maintenance Worker	Operator Building III	C	14	\$23.13	\$25.98	<b>112%</b>	\$25.53	<b>110%</b>
16	Groundskeeper	Groundskeeper	C	14	\$18.48	\$22.60	<b>122%</b>	\$23.13	<b>125%</b>
17	Heavy Equipment Operator	Operator Backhoe	NS		\$29.87	\$28.49	<b>95%</b>	\$26.85	<b>90%</b>
18	HVAC Mechanic (Licensed)	Mechanic HVAC	C	12	\$29.55	\$32.14	<b>109%</b>	\$30.67	<b>104%</b>
19	Lead Custodian - ES	Custodian Head I	M	11	\$20.11	\$24.64	<b>123%</b>	\$24.30	<b>121%</b>
19	Lead Custodian - HS	Custodian Head III	M	13	\$23.01	\$26.24	<b>114%</b>	\$25.53	<b>111%</b>
20	Lead Custodian - MS	Custodian Head II	M	12	\$20.98	\$25.56	<b>122%</b>	\$24.91	<b>119%</b>
21	Lead Locksmith	Coordinator Locksmith & Hardware Operations	NS		\$29.11	\$32.88	<b>113%</b>	\$30.67	<b>105%</b>
22	Locksmith	Mechanic Locksmith & Hardware Repair	NS		\$25.66	\$26.92	<b>105%</b>	\$27.53	<b>107%</b>
23	Maintenance Foreman	Foreman (Various PG 11)	M	11	\$35.03	\$32.32	<b>92%</b>	\$30.67	<b>88%</b>
24	Maintenance Supervisor	Manager (Various PG 14)	M	4	\$38.51	\$44.52	<b>116%</b>	\$42.25	<b>110%</b>
25	Mason	Mason	NS		\$24.43	\$31.32	<b>128%</b>	\$27.53	<b>113%</b>

**Austin ISD**  
**Market Comparisons, 2023-2024**

**Auxiliary**

	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate	2023-2024 District Rate	2023-2024 District Rate Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market	
26	Painter	Painter	C	7	\$23.49	\$26.75	<b>114%</b>	\$25.53	<b>109%</b>	
27	Pest Control Specialist	Technician Pest Control	M	7	\$27.80	\$23.88	<b>86%</b>	\$25.53	<b>92%</b>	
28	Plumber	Plumber	C	11	\$30.79	\$32.28	<b>105%</b>	\$30.67	<b>100%</b>	
29	Refrigeration Mechanic	Refrigeration Mechanic	NS		\$30.39	\$31.31	<b>103%</b>	\$30.67	<b>101%</b>	
30	Small Engine Mechanic	Mechanic Small Engine	NS,X		\$21.95	\$31.32	<b>143%</b>	\$27.53	<b>125%</b>	
31	Transportation Dispatcher	Dispatcher School Bus	M	12	\$25.92	\$29.15	<b>112%</b>	\$27.53	<b>106%</b>	
32	Transportation Supervisor	Supervisor Bus Operations	M	8	\$37.05	\$44.44	<b>120%</b>	\$37.58	<b>101%</b>	
33	Vehicle Mechanic	Mechanic Motor Vehicle II	C	13	\$27.88	\$25.87	<b>93%</b>	\$26.85	<b>96%</b>	
34	Vehicle Mechanic, Senior	Mechanic Motor Vehicle III	NS		\$30.17	\$26.91	<b>89%</b>	\$27.53	<b>91%</b>	
35	Warehouse Supervisor	Supervisor Distribution & Logistics	M,X	9	\$31.84	\$49.06	<b>154%</b>	\$42.25	<b>133%</b>	
36	Welder	Welder	NS		\$27.46	\$29.49	<b>107%</b>	\$26.85	<b>98%</b>	
<b>District Comparison to Market</b>							<b>2023-2024 Pay</b>	<b>110%</b>	<b>Plan</b>	<b>105%</b>

**Notes**

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- X** Market comparison is excluded from overall counts and averages

**Austin ISD**

**Market Minimum Comparisons, 2023-2024**

**Auxiliary**

*Pay Range Minimums*

Benchmark Position		District Job Title	Note	Districts Reporting	2023-2024 Market Rate Minimum	2023-2024 District Rate Minimum	2023-2024 District Minimum Compared to Market
1	Bus Driver	Bus Driver	M	11	\$22.00	\$22.48	<b>102%</b>
2	Bus Monitor	Bus Monitor	M	11	\$16.00	\$20.00	<b>125%</b>
3	Carpenter	Carpenter	M	4	\$22.09	\$24.27	<b>110%</b>
4	Child Nutrition Manager - ES	Manager Food Service I/II	M	9	\$18.02	\$22.55	<b>125%</b>
4	Child Nutrition Manager - MS	Manager Food Service III	M	10	\$18.91	\$23.68	<b>125%</b>
5	Child Nutrition Manager - HS	Manager Food Service IV	M	10	\$20.21	\$24.27	<b>120%</b>
6	Child Nutrition Worker	Specialist/technician Food Service Production	M,X	9	\$15.46	\$20.00	<b>129%</b>
7	Custodial Supervisor	Supervisor Housekeeping	M	9	\$30.00	\$37.28	<b>124%</b>
8	Custodian	Custodian	M,X	11	\$15.75	\$20.00	<b>127%</b>
9	District Child Nutrition Supervisor	Supervisor Area Food Service	M,X	5	\$27.83	\$33.21	<b>119%</b>
10	Electrician	Electrician	M	9	\$25.00	\$27.18	<b>109%</b>
11	General Maintenance Worker	Operator Building III	M	12	\$18.03	\$22.55	<b>125%</b>
12	Groundskeeper	Groundskeeper	M	12	\$16.49	\$20.48	<b>124%</b>
13	HVAC Mechanic (Licensed)	Mechanic HVAC	M	10	\$25.00	\$27.18	<b>109%</b>
14	Lead Custodian - ES	Custodian Head I	M	9	\$17.00	\$21.48	<b>126%</b>
14	Lead Custodian - MS	Custodian Head II	M	10	\$18.00	\$22.01	<b>122%</b>
15	Lead Custodian - HS	Custodian Head III	M	11	\$18.52	\$22.55	<b>122%</b>
16	Maintenance Foreman	Foreman (Various PG 11)	M	10	\$28.23	\$27.18	<b>96%</b>
17	Maintenance Supervisor	Manager (Various PG 14)	M	4	\$35.09	\$37.28	<b>106%</b>
18	Painter	Painter	M	6	\$18.58	\$22.55	<b>121%</b>
19	Pest Control Specialist	Technician Pest Control	M	7	\$22.25	\$22.55	<b>101%</b>
20	Plumber	Plumber	M	10	\$24.69	\$27.18	<b>110%</b>
21	Transportation Dispatcher	Dispatcher School Bus	M	10	\$22.38	\$24.27	<b>108%</b>

## Austin ISD

### Market Minimum Comparisons, 2023-2024

Auxiliary

*Pay Range Minimums*

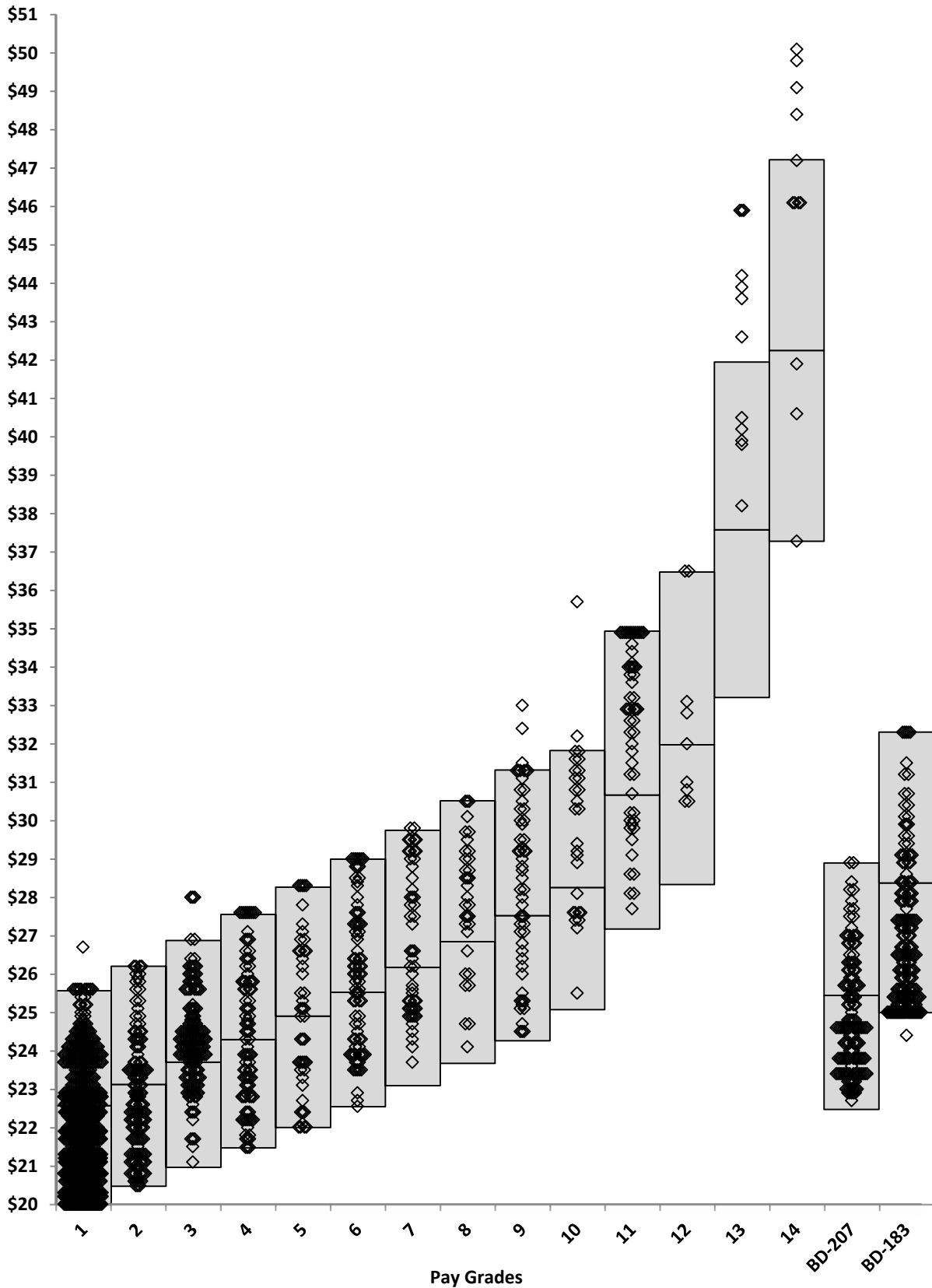
	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate Minimum	2023-2024 District Rate Minimum	2023-2024 District Minimum Compared to Market
22	Transportation Supervisor	Supervisor Bus Operations	M	7	\$32.07	\$33.21	104%
23	Vehicle Mechanic	Mechanic Motor Vehicle II	M	11	\$23.75	\$23.68	100%
24	Warehouse Supervisor	Supervisor Distribution & Logistics	M,X	8	\$27.10	\$37.28	138%
<b>District Comparison to Market</b>						<b>Plan</b>	<b>114%</b>

#### Notes

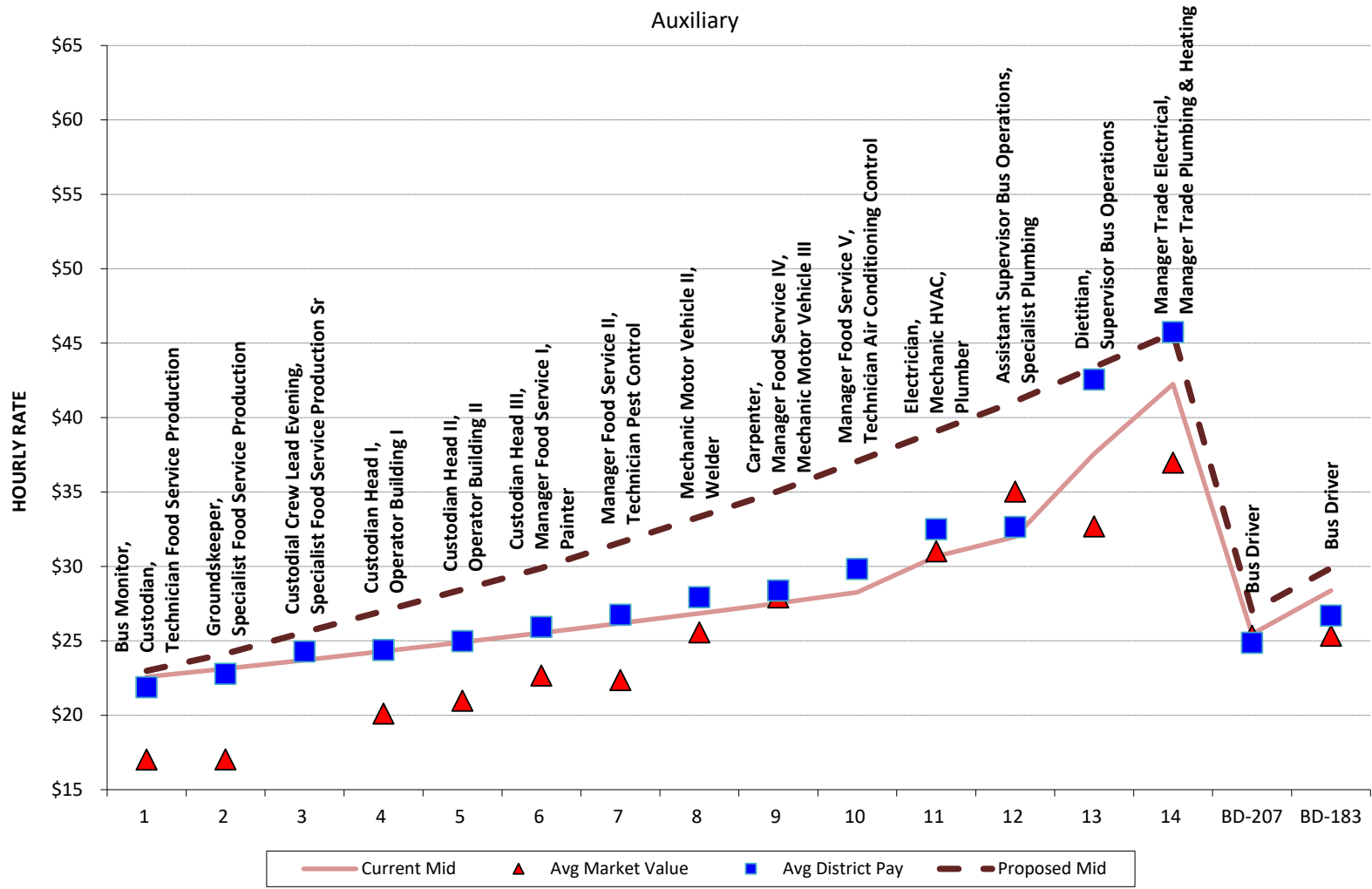
- M** Market minimum is median of reporting comparison districts
- X** Market comparison is excluded from overall counts and averages

# Current Pay vs. Current Structure - Auxiliary

Austin ISD

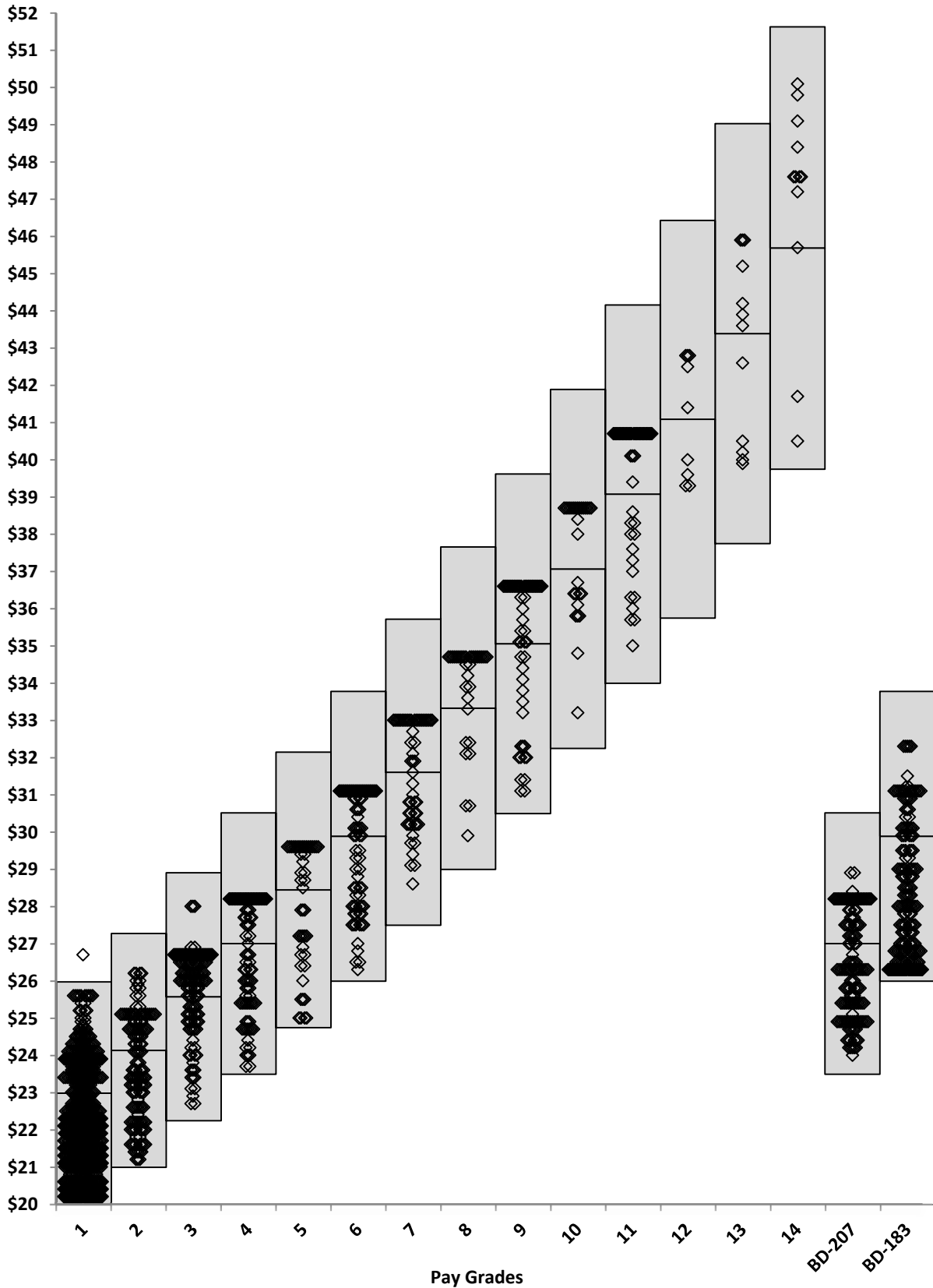


**Structure Development**  
**Austin ISD**  
 Auxiliary



# Proposed Pay vs. Proposed Structure - Auxiliary

Austin ISD



## 2024-2025 Proposed Auxiliary Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>				<b>Hourly</b>	<b>\$20.00</b>	<b>\$22.99</b>	<b>\$25.98</b>
1		Bus Monitor	207	<b>198 Days</b>	31,680	36,416	41,152
1		Custodian	260	<b>200 Days</b>	32,000	36,784	41,568
1		Custodian Evening	260	<b>207 Days</b>	33,120	38,071	43,023
1		Technician Food Service Production	198, 200	<b>260 Days</b>	41,600	47,819	54,038
<b>2</b>				<b>Hourly</b>	<b>\$21.00</b>	<b>\$24.14</b>	<b>\$27.28</b>
2		Groundskeeper	260	<b>198 Days</b>	33,264	38,238	43,212
2		Specialist Food Service Production	198	<b>260 Days</b>	43,680	50,211	56,742
2		Technician Food Service Production	198				
2		Truck Driver I	260				
2		Truck Driver I Clifton Center	260				
2		Truck Driver I STEM	260				
<b>3</b>				<b>Hourly</b>	<b>\$22.25</b>	<b>\$25.58</b>	<b>\$28.91</b>
3		Custodial Crew Lead Evening	260	<b>198 Days</b>	35,244	40,519	45,793
3		Specialist Food Service Production Sr	198	<b>260 Days</b>	46,280	53,206	60,133
3		Truck Driver II Central Warehouse	260				
<b>4</b>				<b>Hourly</b>	<b>\$23.50</b>	<b>\$27.01</b>	<b>\$30.52</b>
4		Custodian Head I	260	<b>209 Days</b>	39,292	45,161	51,029
4		Custodian Head I Evening	260	<b>218 Days</b>	40,984	47,105	53,227
4		Operator Building I	260	<b>260 Days</b>	48,880	56,181	63,482
4		Operator Visual Production	260				
4		Technician Laboratory Materials III	218				
4		Truck Driver III	209				
4		Truck Driver III Central Warehouse	260				
<b>5</b>				<b>Hourly</b>	<b>\$24.75</b>	<b>\$28.45</b>	<b>\$32.15</b>
5		Custodian Head II	260	<b>200 Days</b>	39,600	45,520	51,440
5		Custodian Head II Evening	260	<b>218 Days</b>	43,164	49,617	56,070
5		Manager Food Service Trainee	200	<b>260 Days</b>	51,480	59,176	66,872
5		Operator Building II	260				
5		Truck Driver IV Central Warehouse	260				
5		Truck Driver IV STEM	218				
<b>6</b>				<b>Hourly</b>	<b>\$26.00</b>	<b>\$29.89</b>	<b>\$33.78</b>
6		Custodian Head III	260	<b>200 Days</b>	41,600	47,824	54,048
6		Manager Food Service I	200	<b>260 Days</b>	54,080	62,171	70,262
6		Operator Building III	260				
6		Painter	260				
6		Truck Driver V	260				
<b>7</b>				<b>Hourly</b>	<b>\$27.50</b>	<b>\$31.61</b>	<b>\$35.72</b>
7		Coordinator Bus Driver	260	<b>200 Days</b>	44,000	50,576	57,152
7		Grounds Crew Lead	260	<b>260 Days</b>	57,200	65,749	74,298
7		Manager Food Service II	200				
6		Technician Pest Control	260				
7		Truck Driver VI Central Warehouse	260				



## 2024-2025 Proposed Auxiliary Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>8</b>							
	8	Finisher	260	<b>Hourly</b>	<b>\$29.00</b>	<b>\$33.33</b>	<b>\$37.66</b>
	8	Mail Operator	260	<b>200 Days</b>	46,400	53,328	60,256
	8	Manager Food Service III	200	<b>260 Days</b>	60,320	69,326	78,333
	8	Mechanic Motor Vehicle II	260				
	8	Millworker	260				
	8	Operator Backhoe	260				
	8	Scheduler Base Transportation	260				
	8	Storekeeper	260				
	8	Supervisor SSC Contract Services	260				
	8	Technician Playscape	260				
	8	Welder	260				
	8	Worker Remediation Building Material	260				
<b>9</b>							
	9	Carpenter	260	<b>Hourly</b>	<b>\$30.50</b>	<b>\$35.06</b>	<b>\$39.62</b>
	9	Dispatcher School Bus	260	<b>200 Days</b>	48,800	56,096	63,392
	9	Manager Food Service IV	200	<b>260 Days</b>	63,440	72,925	82,410
	9	Mason	260				
	9	Mechanic Locksmith & Hardware Repair	260				
	9	Mechanic Motor Vehicle III	260				
	9	Mechanic Small Engine	260				
	9	Millworker Sr	260				
	9	Supervisor Property	260				
	9	Technician Electronics	260				
<b>10</b>							
	10	Assistant Catering	260	<b>Hourly</b>	<b>\$32.25</b>	<b>\$37.07</b>	<b>\$41.89</b>
	10	Assistant Foreman Shop	260	<b>200 Days</b>	51,600	59,312	67,024
	10	Manager Food Service V	200	<b>260 Days</b>	67,080	77,106	87,131
	10	Operator Building Crew Lead	260				
	10	Specialist Building and Environmental Scientist	260				
	10	Specialist Business Support	260				
	10	Specialist Housekeeping Services I	260				
	10	Specialist Visual Production Business	260				
	10	Technician Air Conditioning Control	260				
	10	Technician Facility Condition Assessment	260				
	10	Technician Remediation Building Material Lead	260				

## 2024-2025 Proposed Auxiliary Pay Plan

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>11</b>				<b>Hourly</b>	<b>\$34.00</b>	<b>\$39.08</b>	<b>\$44.16</b>
11		Coordinator Locksmith & Hardware Operations	260	<b>225 Days</b>	61,200	70,344	79,488
11		Electrician	260	<b>260 Days</b>	70,720	81,286	91,853
11		Foreman Electronics	260				
11		Foreman Energy Conservation Engagement	260				
11		Foreman Landscape	260				
11		Foreman Paint	260				
11		Foreman Pest Control	260				
11		Foreman Remediation Building Material	260				
11		Foreman Shop	260				
11		Foreman Vehicle Service	260				
11		Manager Food Services Field	225				
11		Mechanic HVAC	260				
11		Mechanic Refrigeration	260				
11		Plumber	260				
11		Specialist Housekeeping Services II	260				
11		Supervisor Safety	260				
11		Technician Electrician-Bench	260				
11		Technician Facilities Fire Systems	260				
11		Technician Low Voltage Sr	260				
<b>12</b>				<b>Hourly</b>	<b>\$35.75</b>	<b>\$41.09</b>	<b>\$46.43</b>
12		Assistant Supervisor Bus Operations	260	<b>260 Days</b>	74,360	85,467	96,574
12		Assistant Supervisor HQ Facility Maintenance	260				
12		Specialist Plumbing	260				
12		Specialist Surveillance Systems	260				
12		Technician Lead Facilities Fire Systems	260				
<b>13</b>				<b>Hourly</b>	<b>\$37.75</b>	<b>\$43.39</b>	<b>\$49.03</b>
13		Dietitian	226	<b>200 Days</b>	60,400	69,424	78,448
13		Specialist Staff Support and Eligibility	260	<b>226 Days</b>	68,252	78,449	88,646
13		Supervisor Area Food Service	200	<b>260 Days</b>	78,520	90,251	101,982
13		Supervisor Bus Operations	226				
<b>14</b>				<b>Hourly</b>	<b>\$39.75</b>	<b>\$45.69</b>	<b>\$51.63</b>
14		Manager Construction Project	226	<b>226 Days</b>	71,868	82,608	93,347
14		Manager Facilities Safety Systems	226				
14		Manager Trade Electrical	226				
14		Manager Trade Grounds	226				
14		Manager Trade HVAC	226				
14		Manager Trade Plumbing & Heating	226				
14		Manager Trade Structural	226				
14		Supervisor Distribution & Logistics	226				
14		Supervisor Housekeeping	226				
14		Supervisor Region Trades/Maint	226				

**2024-2025 Proposed Auxiliary Pay Plan**

Austin ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>BD-207</b>							
	BD-207	Bus Driver	207	<b>Hourly</b> <b>207 Days</b>	<b>\$23.50</b> 38,916	<b>\$27.01</b> 44,729	<b>\$30.52</b> 50,541
<b>BD-183</b>							
	BD-183	Bus Driver	183	<b>Hourly</b> <b>183 Days</b>	<b>\$26.00</b> 38,064	<b>\$29.89</b> 43,759	<b>\$33.78</b> 49,454

**2024-2025 Auxiliary Placement Scale**  
Austin ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for the placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Job Exp	Pay Grades														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	BD-207
Minimum	0	\$20.00	\$21.00	\$22.25	\$23.50	\$24.75	\$26.00	\$27.50	\$29.00	\$30.50	\$32.25	\$34.00	\$35.75	\$37.75	\$39.75	\$23.50
	1	\$20.20	\$21.21	\$22.47	\$23.74	\$25.00	\$26.26	\$27.78	\$29.29	\$30.81	\$32.57	\$34.34	\$36.11	\$38.13	\$40.15	\$23.74
	2	\$20.39	\$21.41	\$22.69	\$23.97	\$25.24	\$26.51	\$28.05	\$29.57	\$31.11	\$32.89	\$34.67	\$36.46	\$38.50	\$40.54	\$23.97
	3	\$20.58	\$21.61	\$22.91	\$24.20	\$25.48	\$26.76	\$28.32	\$29.85	\$31.41	\$33.21	\$35.00	\$36.81	\$38.87	\$40.93	\$24.20
	4	\$20.77	\$21.81	\$23.13	\$24.43	\$25.72	\$27.01	\$28.59	\$30.13	\$31.71	\$33.53	\$35.33	\$37.16	\$39.24	\$41.32	\$24.43
	5	\$20.96	\$22.01	\$23.35	\$24.66	\$25.96	\$27.26	\$28.86	\$30.41	\$32.01	\$33.85	\$35.66	\$37.51	\$39.61	\$41.71	\$24.66
	6	\$21.15	\$22.21	\$23.57	\$24.89	\$26.20	\$27.51	\$29.13	\$30.69	\$32.31	\$34.17	\$35.99	\$37.86	\$39.98	\$42.10	\$24.89
	7	\$21.34	\$22.41	\$23.79	\$25.12	\$26.44	\$27.76	\$29.40	\$30.97	\$32.61	\$34.49	\$36.32	\$38.21	\$40.35	\$42.49	\$25.12
	8	\$21.53	\$22.61	\$24.01	\$25.35	\$26.68	\$28.01	\$29.67	\$31.25	\$32.91	\$34.81	\$36.65	\$38.56	\$40.72	\$42.88	\$25.35
	9	\$21.72	\$22.81	\$24.23	\$25.58	\$26.92	\$28.26	\$29.94	\$31.53	\$33.21	\$35.13	\$36.98	\$38.91	\$41.09	\$43.27	\$25.58
	10	\$21.91	\$23.01	\$24.45	\$25.81	\$27.16	\$28.51	\$30.21	\$31.81	\$33.51	\$35.45	\$37.31	\$39.26	\$41.46	\$43.66	\$25.81
	11	\$22.10	\$23.21	\$24.67	\$26.04	\$27.40	\$28.76	\$30.48	\$32.09	\$33.81	\$35.77	\$37.64	\$39.61	\$41.83	\$44.05	\$26.04
	12	\$22.29	\$23.41	\$24.89	\$26.27	\$27.64	\$29.01	\$30.75	\$32.37	\$34.11	\$36.09	\$37.97	\$39.96	\$42.20	\$44.44	\$26.27
	13	\$22.48	\$23.61	\$25.11	\$26.50	\$27.88	\$29.26	\$31.02	\$32.65	\$34.41	\$36.41	\$38.30	\$40.31	\$42.57	\$44.83	\$26.50
14	\$22.67	\$23.81	\$25.33	\$26.73	\$28.12	\$29.51	\$31.29	\$32.93	\$34.71	\$36.73	\$38.63	\$40.66	\$42.94	\$45.22	\$26.73	
Midpoint	15	\$22.99	\$24.14	\$25.58	\$27.01	\$28.45	\$29.89	\$31.61	\$33.33	\$35.06	\$37.07	\$39.08	\$41.09	\$43.39	\$45.69	\$27.01
	16	\$23.18	\$24.34	\$25.80	\$27.24	\$28.69	\$30.14	\$31.88	\$33.61	\$35.36	\$37.39	\$39.41	\$41.44	\$43.76	\$46.08	\$27.24
	17	\$23.37	\$24.54	\$26.02	\$27.47	\$28.93	\$30.39	\$32.15	\$33.89	\$35.66	\$37.71	\$39.74	\$41.79	\$44.13	\$46.47	\$27.47
	18	\$23.56	\$24.74	\$26.24	\$27.70	\$29.17	\$30.64	\$32.42	\$34.17	\$35.96	\$38.03	\$40.07	\$42.14	\$44.50	\$46.86	\$27.70
	19	\$23.75	\$24.94	\$26.46	\$27.93	\$29.41	\$30.89	\$32.69	\$34.45	\$36.26	\$38.35	\$40.40	\$42.49	\$44.87	\$47.25	\$27.93
	20	\$23.94	\$25.14	\$26.68	\$28.16	\$29.65	\$31.14	\$32.96	\$34.73	\$36.56	\$38.67	\$40.73	\$42.84	\$45.24	\$47.64	\$28.16
	21															
	22															
	23															
	24															
	25															
	26															
	27															
	28															
	29															
	Maximum	30														

**Austin ISD**

**Market Comparisons, 2023-2024**

PD

	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate	2023-2024 District Rate	2023-2024 District Rate Compared to Market	2023-2024 District Pay Range Midpoint	2023-2024 Pay Range Midpoint Compared to Market
1	Police Dispatcher	Dispatcher Police	NS,X		\$20.54	\$28.55	<b>139%</b>	\$31.04	<b>151%</b>
1	Police Lieutenant	Lieutenant	C	4	\$44.79	\$54.60	<b>122%</b>	\$50.79	<b>113%</b>
2	Police Officer/Certified Peace Officer	Police Officer	C	8	\$33.04	\$35.71	<b>108%</b>	\$36.45	<b>110%</b>
3	Police Sergeant	Sergeant	C	5	\$41.52	\$46.06	<b>111%</b>	\$44.21	<b>106%</b>
<b>District Comparison to Market</b>						<b>2023-2024 Pay</b>	<b>114%</b>	<b>Plan</b>	<b>110%</b>

**Notes**

- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- X** Market comparison is excluded from overall counts and averages

# Austin ISD

## Market Minimum Comparisons, 2023-2024

PD

*Pay Range Minimums*

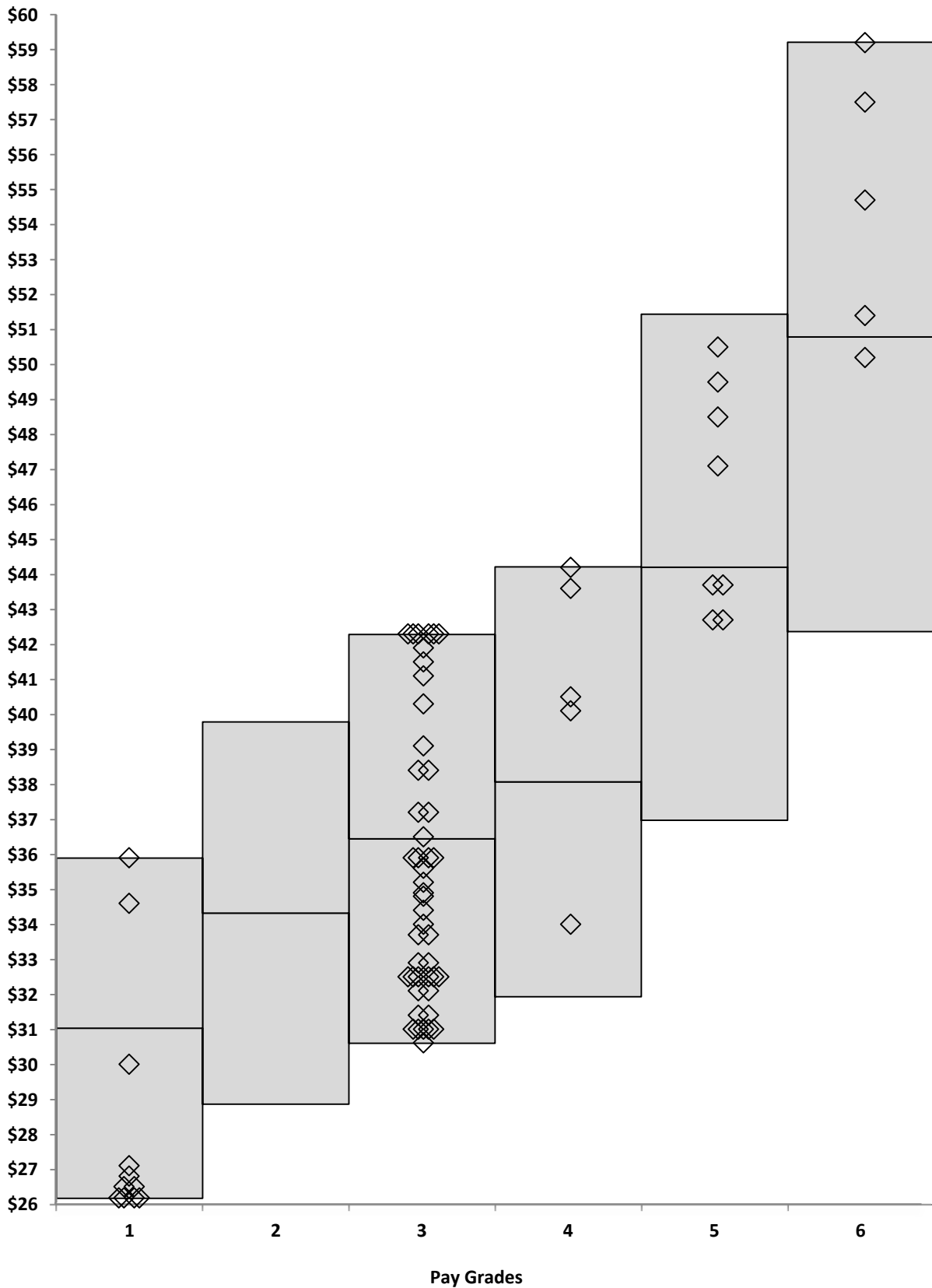
	Benchmark Position	District Job Title	Note	Districts Reporting	2023-2024 Market Rate Minimum	2023-2024 District Rate Minimum	2023-2024 District Minimum Compared to Market
1	Police Officer/Certified Peace Officer	Police Officer	M	7	\$29.25	\$30.61	105%
2	Police Sergeant	Sergeant	M	5	\$34.37	\$36.98	108%
<b>District Comparison to Market</b>						<b>Plan</b>	<b>107%</b>

**Notes**

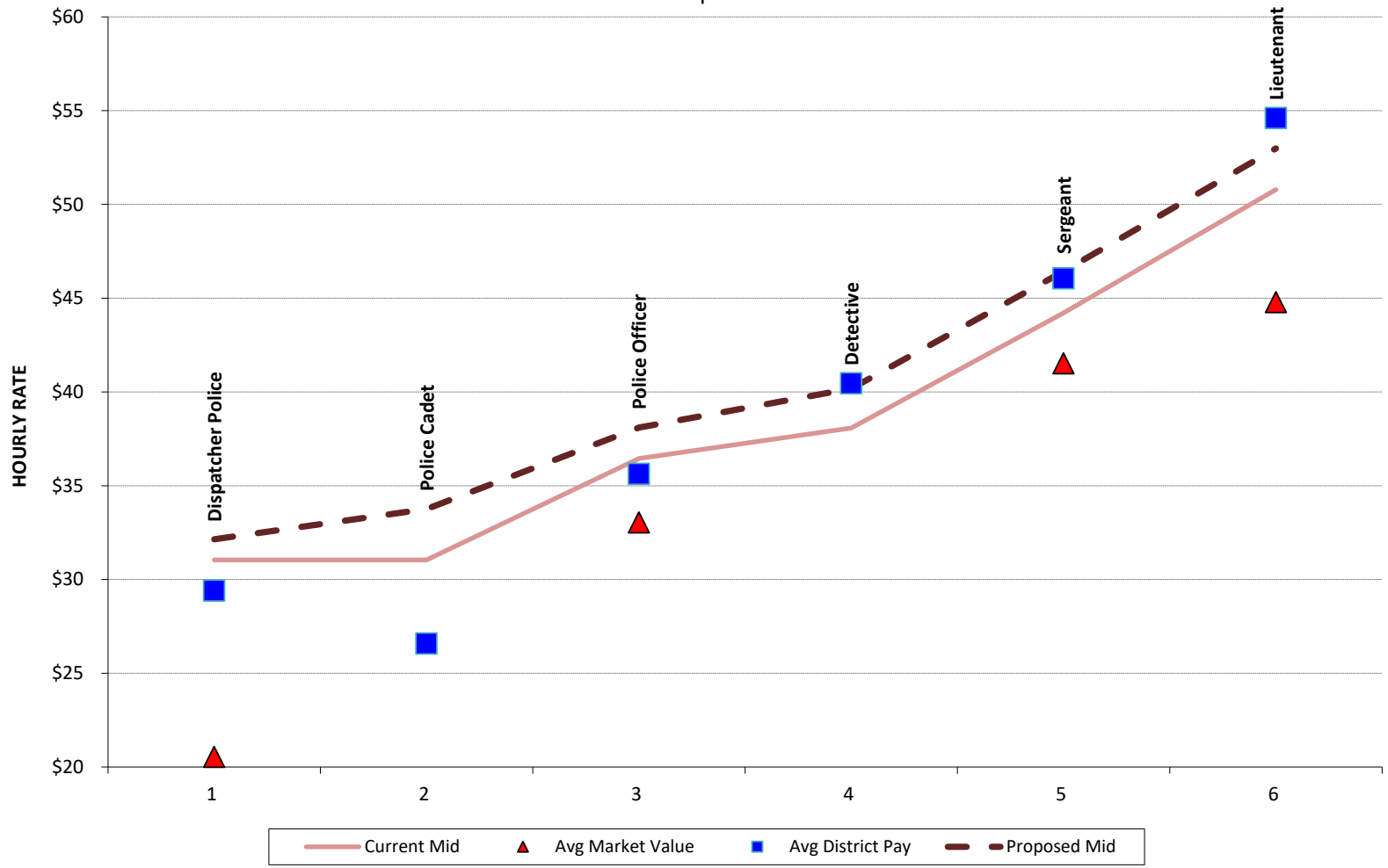
**M** Market minimum is median of reporting comparison districts

# Current Pay vs. Current Structure - Police Department

Austin ISD

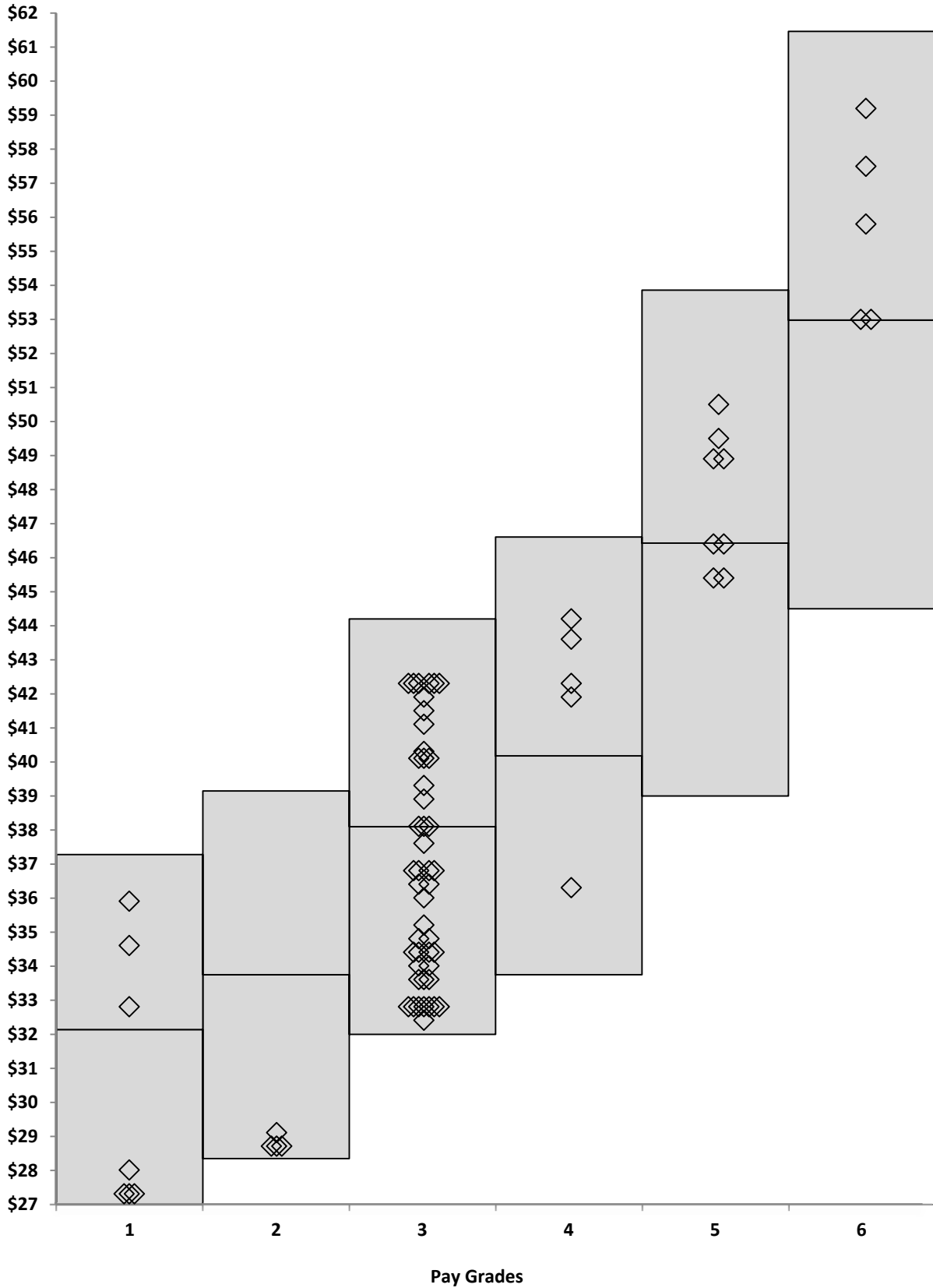


**Structure Development  
Austin ISD  
Police Department**





**Proposed Pay vs. Proposed Structure - Police Department**  
Austin ISD



## 2024-2025 Proposed Police Department Pay Plan

Austin ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>						
	1	Dispatcher Police	260			
	1	Specialist Police Services	260			
<b>2</b>						
↑	1	Police Cadet	260			
<b>3</b>						
	3	Police Office Crisis Intervention Team	260			
	3	Police Officer	260			
	3	Supervisor Police Dispatcher	260			
<b>4</b>						
	4	Detective	260			
<b>5</b>						
	5	Sergeant	260			
<b>6</b>						
	6	Lieutenant	260			

	Hourly	Minimum	Midpoint	Maximum
<b>1</b>	<b>\$27.00</b>	<b>\$32.14</b>	<b>\$37.28</b>	
<b>260 Days</b>	56,160	66,851	77,542	
<b>2</b>	<b>\$28.35</b>	<b>\$33.75</b>	<b>\$39.15</b>	
<b>260 Days</b>	58,968	70,200	81,432	
<b>3</b>	<b>\$32.00</b>	<b>\$38.10</b>	<b>\$44.20</b>	
<b>260 Days</b>	66,560	79,248	91,936	
<b>4</b>	<b>\$33.75</b>	<b>\$40.18</b>	<b>\$46.61</b>	
<b>260 Days</b>	70,200	83,574	96,949	
<b>5</b>	<b>\$39.00</b>	<b>\$46.43</b>	<b>\$53.86</b>	
<b>260 Days</b>	81,120	96,574	112,029	
<b>6</b>	<b>\$44.50</b>	<b>\$52.98</b>	<b>\$61.46</b>	
<b>260 Days</b>	92,560	110,198	127,837	

## 2024-2025 Police Department Placement Scale

Austin ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Job Exp	Pay Grades					
		1	2	3	4	5	6
Minimum	0	\$27.00	\$28.35	\$32.00	\$33.75	\$39.00	\$44.50
	1	\$27.34	\$28.71	\$32.41	\$34.18	\$39.50	\$45.07
	2	\$27.68	\$29.07	\$32.81	\$34.60	\$39.99	\$45.63
	3	\$28.02	\$29.43	\$33.21	\$35.02	\$40.48	\$46.19
	4	\$28.36	\$29.79	\$33.61	\$35.44	\$40.97	\$46.75
	5	\$28.70	\$30.15	\$34.01	\$35.86	\$41.46	\$47.31
	6	\$29.04	\$30.51	\$34.41	\$36.28	\$41.95	\$47.87
	7	\$29.38	\$30.87	\$34.81	\$36.70	\$42.44	\$48.43
	8	\$29.72	\$31.23	\$35.21	\$37.12	\$42.93	\$48.99
	9	\$30.06	\$31.59	\$35.61	\$37.54	\$43.42	\$49.55
	10	\$30.40	\$31.95	\$36.01	\$37.96	\$43.91	\$50.11
	11	\$30.74	\$32.31	\$36.41	\$38.38	\$44.40	\$50.67
	12	\$31.08	\$32.67	\$36.81	\$38.80	\$44.89	\$51.23
	13	\$31.42	\$33.03	\$37.21	\$39.22	\$45.38	\$51.79
Midpoint	14	\$31.76	\$33.39	\$37.61	\$39.64	\$45.87	\$52.35
	15	\$32.14	\$33.75	\$38.10	\$40.18	\$46.43	\$52.98
	16	\$32.48	\$34.11	\$38.50	\$40.60	\$46.92	\$53.54
	17	\$32.82	\$34.47	\$38.90	\$41.02	\$47.41	\$54.10
	18	\$33.16	\$34.83	\$39.30	\$41.44	\$47.90	\$54.66
	19	\$33.50	\$35.19	\$39.70	\$41.86	\$48.39	\$55.22
	20	\$33.84	\$35.55	\$40.10	\$42.28	\$48.88	\$55.78
	21						
	22						
	23						
	24						
	25						
	26						
	27						
	28						
	29						
	Maximum	30					