Budget Workshop/Special Meeting

Tuesday, August 1, 2017 3:00 PM
Granbury ISD Board Room, 217 N. Jones St., Granbury, TX 76048, 217 N Jones St, Granbury, TX 76048

1. **Call to order - 3:00 PM - GISD Board Room**
2. **Moment of Silence/Invocation**
3. **Pledges - U.S. Flag & Texas Flag**
4. **Public comments/audience participation**
5. **Budget Workshop**
6. **Convene in closed session under the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.**

a. Chapter 551.074 - Personnel, Discussion of Employees

1. Employee Evaluation, Reassignment, Duties, Discipline, or Dismissal

a. Consider Staff Appointments
b. Consider Superintendent's Contract

7. **Reconvene in open session**
8. **Discussion/Action**

a. Consider 2017-18 Compensation Plans and Stipend Schedules
b. Consider the Proposed Tax Rate to be Published in the "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate"

9. **Consider action on items discussed in closed session**

a. Consider Staff Appointments
b. Consider Superintendent's Contract

10. **Adjourn**

Budget Development Process
And
Responsibilities

Dr. James Largent, Superintendent
Dobie Williams, Assistant Superintendent for Finance and Operations
GISD School Board
08/1/17

Budget Responsibilities - Superintendent

- According to Education Code and Board Policy CE (LEGAL) “The Superintendent shall prepare, or cause to be prepared, a proposed budget covering all estimated revenue and proposed expenditures of the District for the following fiscal year. *Education Code 44.002.”*

Budget Responsibilities - Superintendent

- According to Board Policy CE (LOCAL)
  - "Budget planning shall be an integral part of overall program planning so that the budget effectively reflects the District's programs and activities and provides the resources to implement them. In the budget planning process, general educational goals, specific program goals, and alternatives for achieving program goals shall be considered, as well as input from the District, campus-level planning and decision-making committees. Budget planning and evaluation are continuous processes and shall be a part of each month's activities."

Expenditures

- According to the Financial Accountability System Resource Guide, the following funds are to be presented to the Board for approval
  - 199 – General Operating
  - 240 – Child Nutrition
  - 599 – Debt Service
- The Budget is adopted at the function level

Budget Responsibilities – Board of Trustees

- According to Education Code, Financial Accountability System Resource Guide, and Board Policy CE (LEGAL) the Board has the following responsibilities:
  - Review/prioritize/revise proposed budget submitted by Superintendent and staff in workshops/working sessions.
  - Call a public meeting in which to adopt the budget
  - Publish notice of such meeting

Budget Responsibilities – Board of Trustees

- "The Board shall adopt a budget to cover all expenditures for the succeeding fiscal year at the meeting called for that purpose and before the adoption of the tax rate for the tax year in which the fiscal year covered by the budget begins." *Education Code 44.004(f)-(g)*
- Further the policy states "The Board shall have the authority to amend the approved budget or to adopt a supplementary emergency budget to cover necessary unforeseen expenses"

GRANBURY ISD

GISD 2017-18 Budget Process

Budget Parameters

- February 2017- Budget Parameters were set by Superintendent and Assistant Superintendent for Finance and Operations
  - Student: Teacher Ratios established
  - Allocations established
    - Campuses
    - Departments

Budget Development Process – Assumptions

- Assumptions and calendar were presented to the Board at the February 20, 2017 Meeting
  - Allocations consistent with prior year with some mandatory increases in special programs due to student growth.
  - Staffing of vacated positions is still reviewed by Superintendent to determine to replace or not based on Staffing Formulas and district need
  - The 85th Legislative Session failed to pass a school finance plan to support public education due to differences in the House and Senate.
  - A Special Session was called to begin on July 18, 2017 to look at 20 priorities set by Governor Abbot. However, most school leaders and finance experts are not optimistic a school finance plan or support of any sort for public education will come out of the Special Session.
  - Additional State Aid for Tax Reduction (ASATR) is set to expire 8/31/17 unless the Legislature acts during the Special Session that began 7/18/17.

Budget Development Process – Budget Packets

- February 24, 2017 – Budget Packets were distributed to Principals and Directors
    - Per pupil allocations were calculated and presented to campuses based on projected enrollment
    - Central Office and Department budgets were developed based on allocations and fixed costs.

Budget Development Process – Campus/Dept Activity

- During the months of February & March:
  - Principals met with Staff and Campus Leadership Teams to develop budgets
  - Directors met with Staff and Principals to develop budgets
- Budgets were submitted to Business Office on or before April 14, 2017
  - Submitted via Skyward Budget worksheet

Budget Development Process – Other Considerations

- Staffing Formulas reviewed
  - Maintained formulas approved by Board
- Vacated Positions Reviewed before posting
- May still be behind market on salaries
  - Teachers received mandated increase for 2010-11 (1%) – no other personnel received an increase
  - No increase for any employees for the 2011-12 fiscal year
  - A 2 % increase was given to all employees in 2012-13
  - In 2013-14 teachers received a step increase (1%) and all other employees received a 1% increase
  - All employees received 2% salary increase in 2014-15
  - Teachers received a $1,500 increase and all other employees received a 3% salary increase in 2015-16 and again in 2016-17.

Budget Development Process

- Revenue projections were reviewed
  - Preliminary Taxable Values – 05/01/17
    - Increase in residential and commercial values
  - Current Collection Rate
    - Assumption was 99%
  - Student Growth - .75% student ADA growth (approximately 53 ADA) used for 2017-18 budgeting purposes based on last years growth
    - Continued growth anticipated for 2017-18
  - Other Revenue Sources were reviewed
  - Ch 41 Status, etc.
- District calculation of projected revenue

2017-18 Budget Workshop

Dr. James Largent, Superintendent
Dobie Williams, Assistant Superintendent for Finance and Operations
GISD School Board
08/1/17

GRANBURY ISD

Revenues

Revenue Sources

- Local Revenue
  - Property Taxes
  - Interest Income
  - Enterprising Income
  - Miscellaneous
- State Revenue
  - TIER I & II
  - ASATR (Additional State Aid for Tax Reduction) – eliminated for 2017-18 unless extended during the Special Session
  - TRS On-Behalf
  - Other State Revenues
- Federal Revenue
  - Indirect Revenue from Federal Programs
  - SHARS – School Health Related Services
  - MAC – Medicaid Administrative Claims
  - JROTC

GRANBURY ISD

Expenditures

Functions

- Function 11 – Instruction
- Function 12 – Instructional Resources & Media Services (Library)
- Function 13 – Curriculum Development & Instructional Staff Development
- Function 21 – Instructional Leadership
- Function 23 – Campus Leadership
- Function 31 – Guidance, Counseling & Evaluation Services

Functions

- Function 32 – Social Services
- Function 33 – Health Services
- Function 34 – Student Transportation
- Function 35 – Food Service
- Function 36 – Co-Curricular /Extracurricular Activities
- Function 41 – General Administration
- Function 51 – Plant Maintenance & Operations
- Function 52 – Security & Monitoring Services

Functions

- Function 53 – Data Processing
- Function 61 – Community Services
- Function 71 – Debt Services
- Function 81 – Facilities Acquisition and Construction
- Function 91 – Contracted Instructional Services Between Public Schools
- Function 99 – Other Intergovernmental Charges

Object Codes

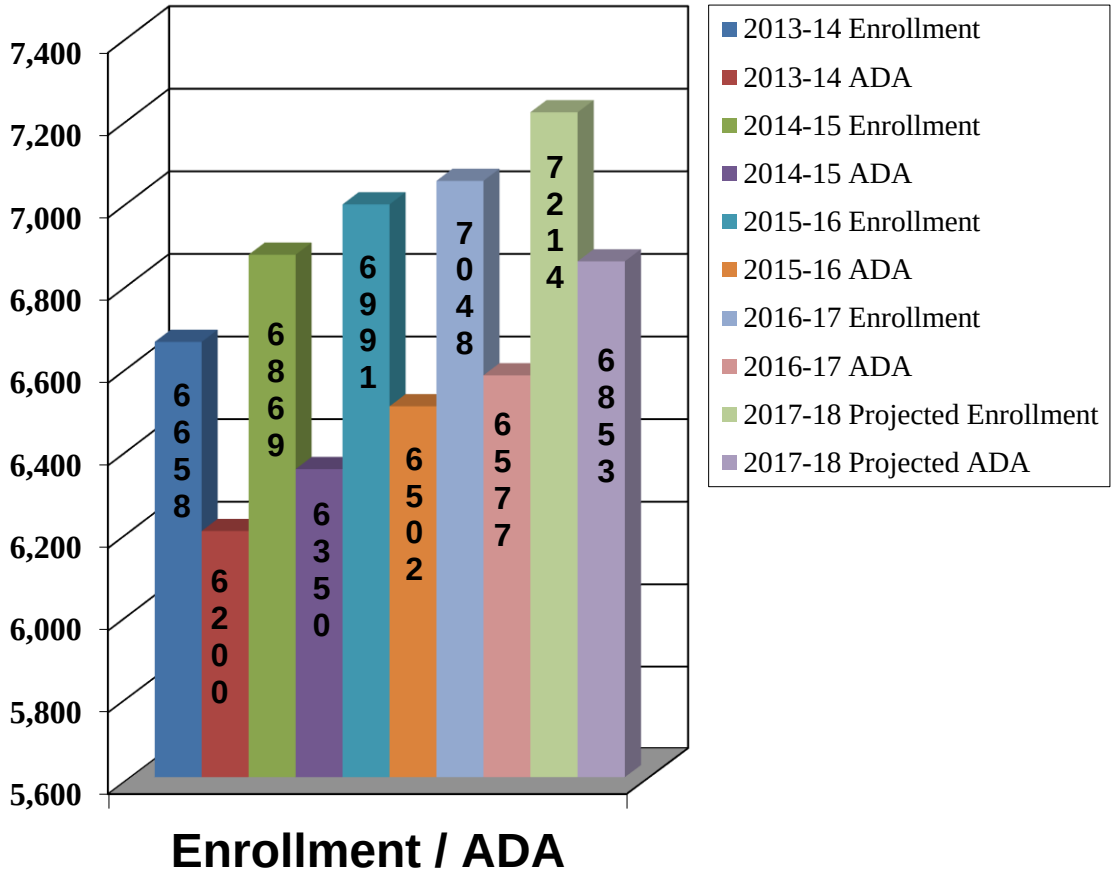
- Used for clarification of Budget
  - 6100 Payroll Costs
  - 6200 Professional and Contracted Services
  - 6300 Supplies & Materials
  - 6400 Other Operating Costs
  - 6500 Debt Service
  - 6600 Capital Outlay - Land, Buildings, & Equipment
    - GISD also uses this code for inventory tracking – submitted to TEA as 6300 if applicable

GRANBURY ISD

Budget Development

Enrollment

- Campus budget allocations for 2017-18 based on a projected enrollment of 7,214 students.



General Operating Expenditures - Allocations

GRANBURY ISD

- Campus Budgets were allocated a per pupil allocation ($889,067 total all campuses)
  - High School - $158
  - Middle Schools - $123
  - Elementary Schools - $98

General Operating Expenditures - Allocations

GRANBURY ISD

- Campus Budgets were developed for the basic program on the campus and basic instructional supplies and materials for all other programs on the campus including the following:
- **Functions: 11, 12, 13, 21, 23, 31, 33, 36, 52**
  - **6100** Salaries - Special Activities specific to campus programs
  - **6200** Professional & Contracted Services
  - **6300** Supplies & Materials
  - **6400** Other Operating Expenses
  - **6600** Capital Outlay

General Operating Expenditures - Allocations

GRANBURY ISD

- District wide budgets were developed for the following campus programs in addition to the campus allocation
  - Special Programs – G/T, Bilingual/ESL, Sp Ed, CTE, Comp Ed
  - Athletics
  - Copiers
  - Classroom/Teacher Computer Replacement
  - Technology infrastructure costs (fiber, software, etc.)
  - Technology software
  - Student regular and extracurricular transportation

General Operating Expenditures - Allocations

GRANBURY ISD

- Department allocations for 2017-18 are $8,717,668
- State Programs and High School Allotment allocations for 2017-18 are $1,361,936
- TEA Recapture and Tax Appraisal / Collection allocations for 2017-18 are $5,050,081 and $1,297,146 respectively

General Operating Expenditures – Salaries & Benefits

- Salaries & Benefits
  - $1,500 increase included in budget for teachers
  - GTEI increases included
  - 3.0% Increase from the midpoint included in budget for others
  - 3.0% Increase to some stipends included in budget

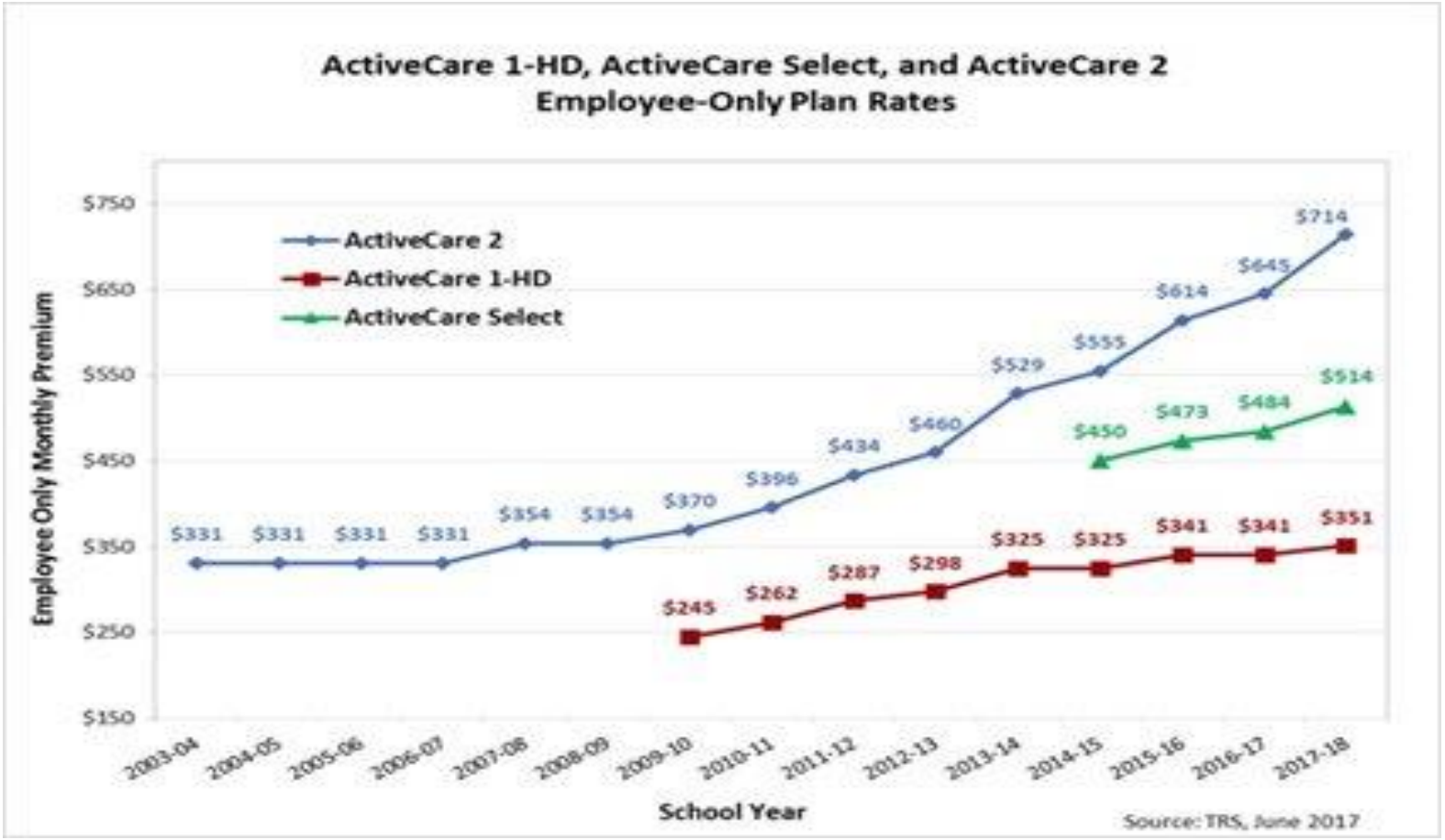
General Operating Expenditures – Salaries & Benefits

- Health Insurance
  - Granbury ISD contributes a higher dollar amount to Employee Health Insurance than the market.
  - Maintained same contribution level
    - $350/month – Full Time
    - $254/month – Part Time

General Operating Expenditures – Salaries & Benefits

- TRS – ActiveCare
  - 2.9 - 25.5% premium increase depending on plan and coverage tier
  - ActiveCare Plan 1HD – Emp Only $351 ($10 per month increase)
  - ActiveCare Select – Emp Only $514 ($30 per month increase)
  - ActiveCare Plan 2 – Emp Only $714 ($69 per month increase)
  - Benefit Changes
    - Increase in annual out of pocket (OAP) maximums
      - » Individual OAP maximum -- $0 increase for 1HD , $600 increase for Select and Active Care 2
      - » Family OAP maximum -- $0 increase for 1 HD, $600 increase for Select and Active Care 2
- Life Insurance – Premium the same
  - $25,000 provided to all employees on top of TRS coverage
- Care Flight Coverage provided for all GISD employees and their families

General Operating Expenditures – Salaries & Benefits



General Operating Expenditures – New Initiatives for 2017-18

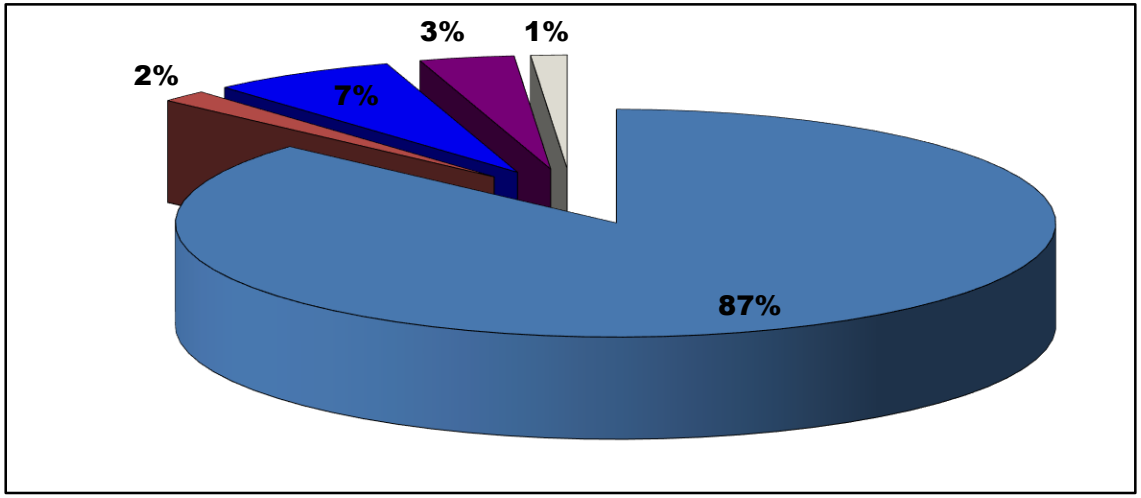
- No new initiatives for 2017-18

GRANBURY ISD

General Operating Budget

Fund 199

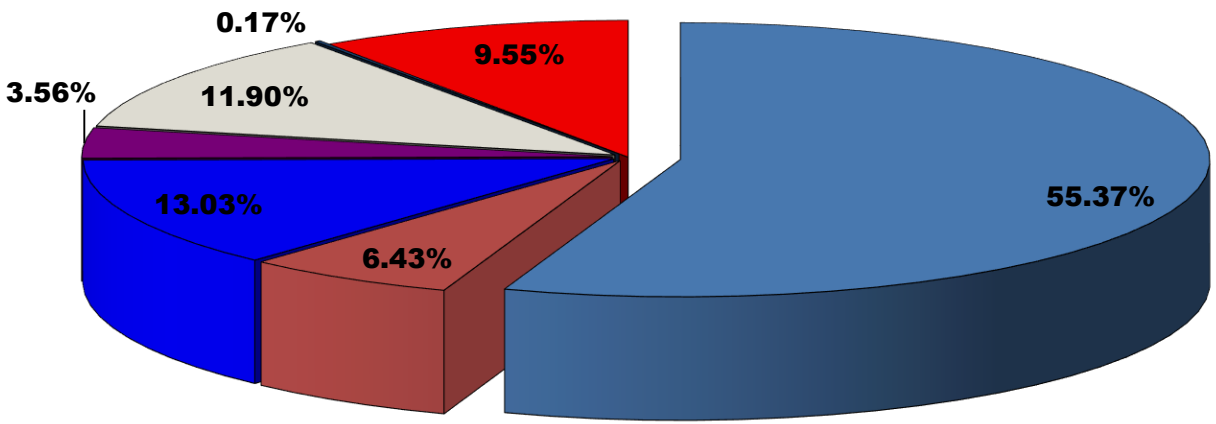
General Operating Revenue and Sources



Total Revenues $64,893,078

- **Local Tax Revenue $56,269,699**
- **Misc Local Revenue $1,106,946**
- **State Revenue $4,403,324**
- **TRS On Behalf Revenue $2,253,109**
- **Federal Revenue $860,000**

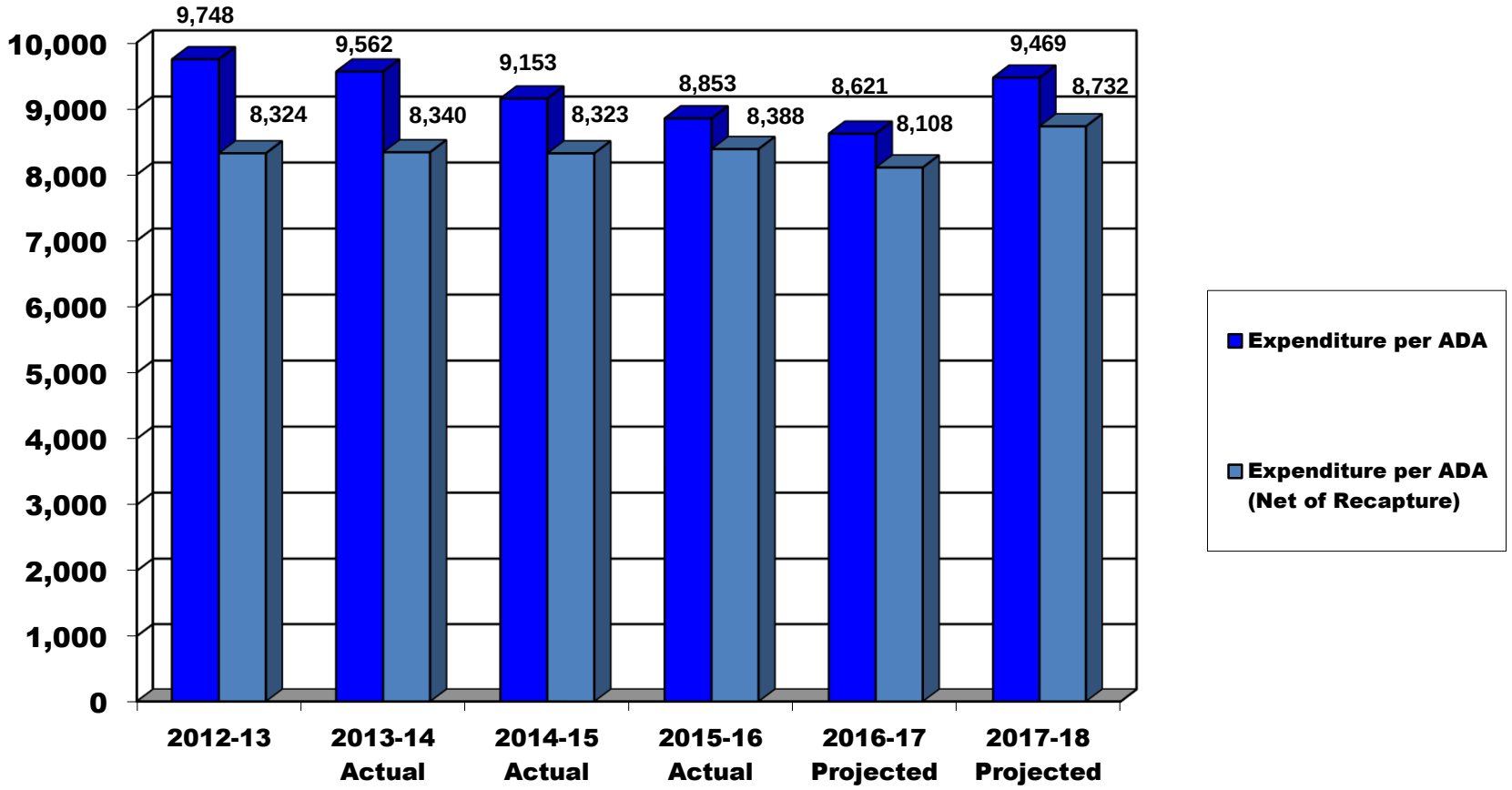
General Operating Expenditures and Category



Total Expenditures $64,893,078

- **Instruction and Instructional-Related $35,930,947**
- **Instructional and School Leadership $4,171,264**
- **Support Services - Student $8,456,656**
- **Administrative Support Services $2,309,642**
- **Support Services - Non-Student Based $7,721,824**
- **Ancillary Services $107,881**
- **Intergovernmental Charges $6,194,864**

General Operating Expenditures per ADA



General Operating Expenditures

- Total Expenditures are projected to be $64,893,078 including recapture
  - 6.1 % increase from 2016-17 Revised Total Budget (3.6% increase net of recapture)
- Proposed Expenditure per ADA is $8,732 (based on 95% of 7,214 projected enrollment, net of recapture)
  - 2016-17 Projected Expenditures per ADA are $8,108 (net of recapture)
- Function 11 - Instruction makes up 57.3% of the total budget (net of recapture)
  - 2016-17 Projected Function 11 (net of recapture) was 57.2%
- Instruction and Instructional Support make up 81.1% of the budget (net of recapture)
  - 2016-17 Projected Instruction & Instructional Support was 76.3%

General Operating Budget Summary

- Revenue projected on certified property values: $64,893,078
- Proposed Expenditures: $64,893,078
- Balanced General Operating Budget
- Includes $1,500 increase for teachers and 3% increase for others at a cost of $1,092,960
  - A $1,000 increase for teachers and 2% increase for others would be a cost of $728,640
- Includes 5 new buses at a cost of $486,000
- Mandatory State Program increases totaling $252,474
- Includes recapture of $5,050,081, an increase of $1,650,081 from the prior year

GRANBURY ISD

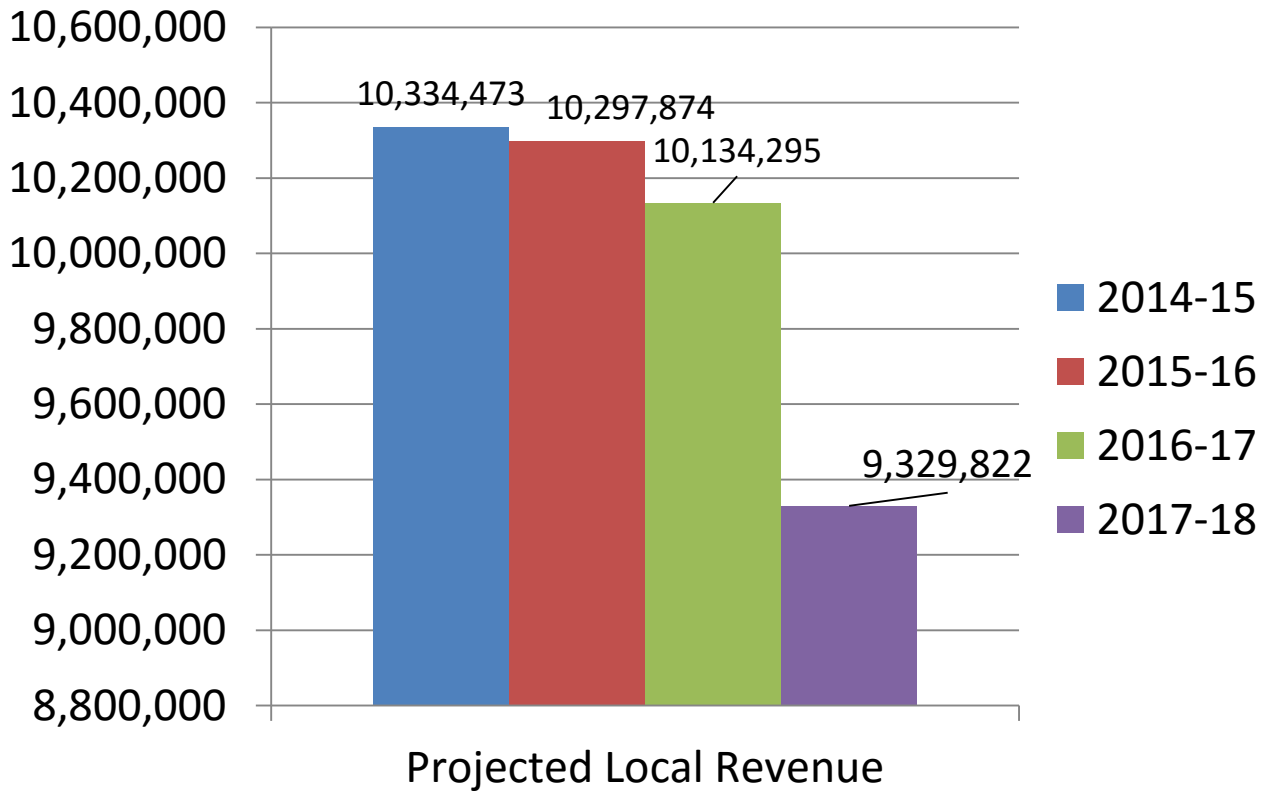
Debt Service Budget

Fund 599

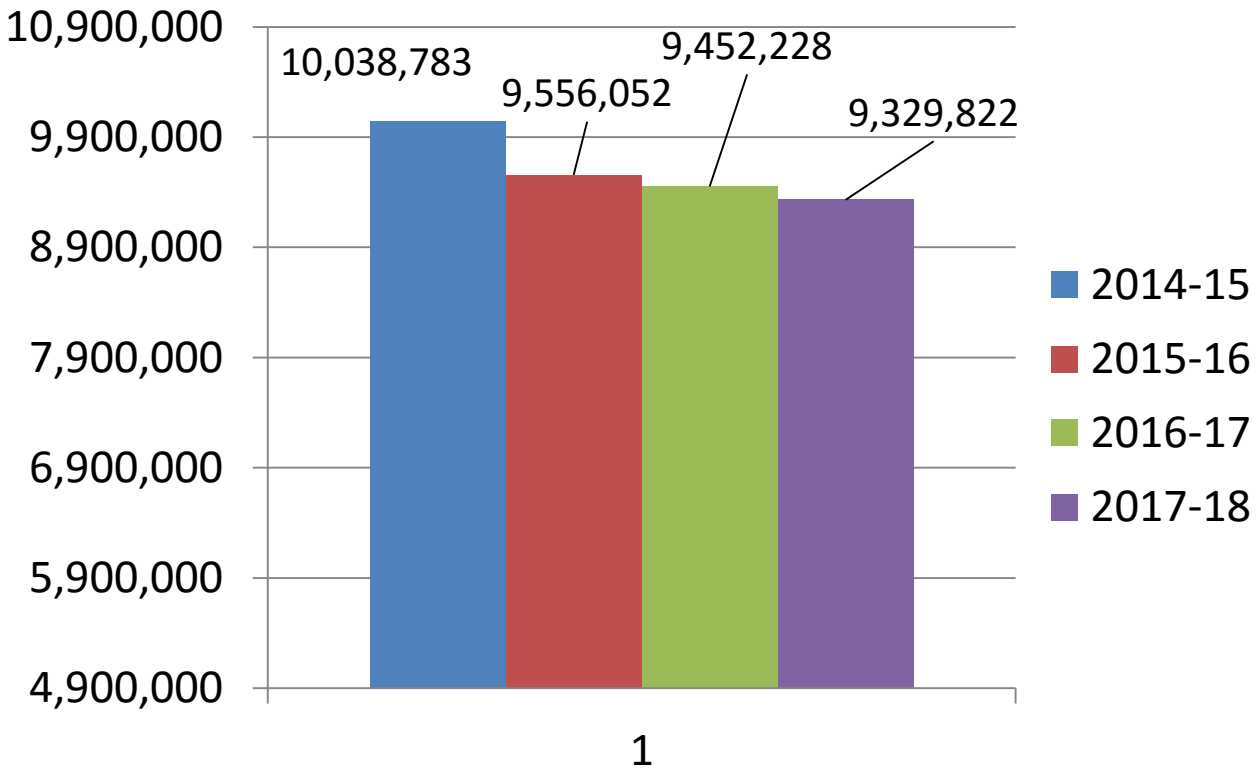
Debt Service Revenue

- State Revenue is projected to be $0
  - GISD does not qualify for EDA or IFA
- Local Tax Revenue is projected to be $9,212,997 with I&S tax rate of $0.17
  - $0.17 I&S rate will generate needed revenue based on certified property values

Debt Service Revenue



Debt Service Expenditures



Debt Service Summary

- Proposed tax rate to meet needs of Debt Service is $0.17 (a decrease of four cents from last year)
- Balanced Debt Service Budget based on certified property values
- Projected debt service fund balance at 8/31/18 will be $3,022,369
  - 32.40% of projected budget

GRANBURY ISD

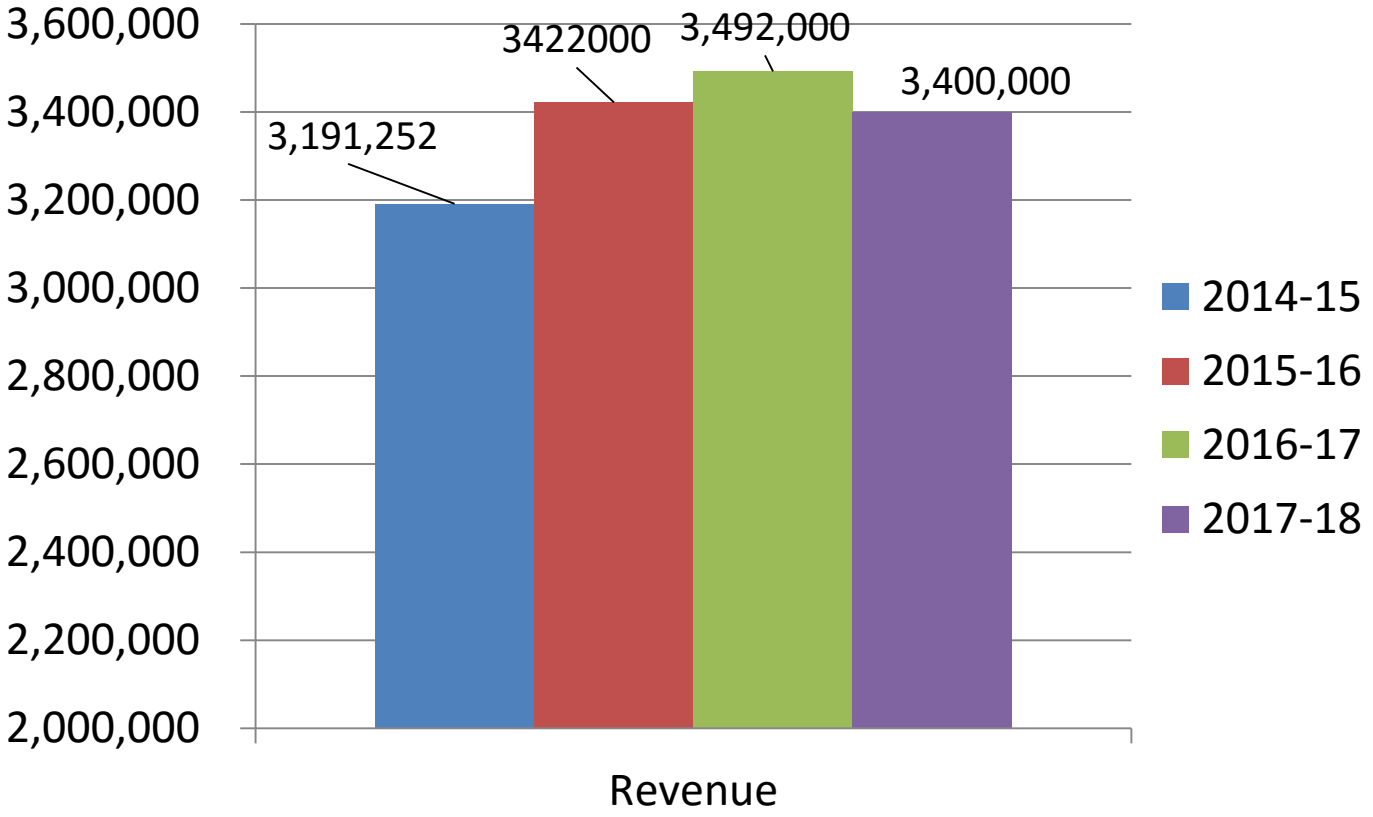
Food Service Budget

Fund 240

Food Service Revenue

- Revenue is projected to be less in 2017-18 by $92,000
  - 3% Decrease

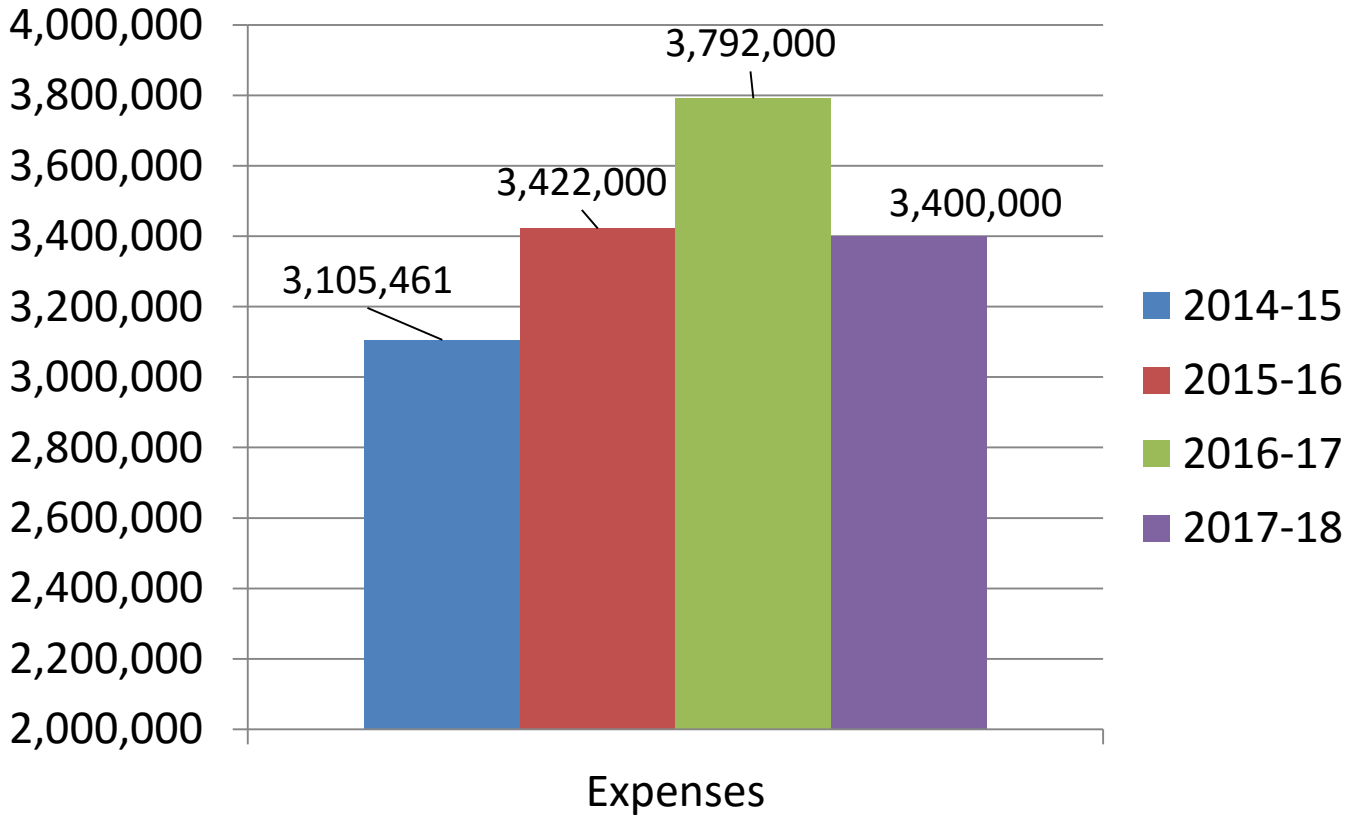
Food Service Revenue



Food Service Expenditures

- Expenditures are projected to decrease in 2017-18 by $392,000.
- This will be a 10% decrease from 2016-17 current budget.

Food Service Expenditures



Tax Rates

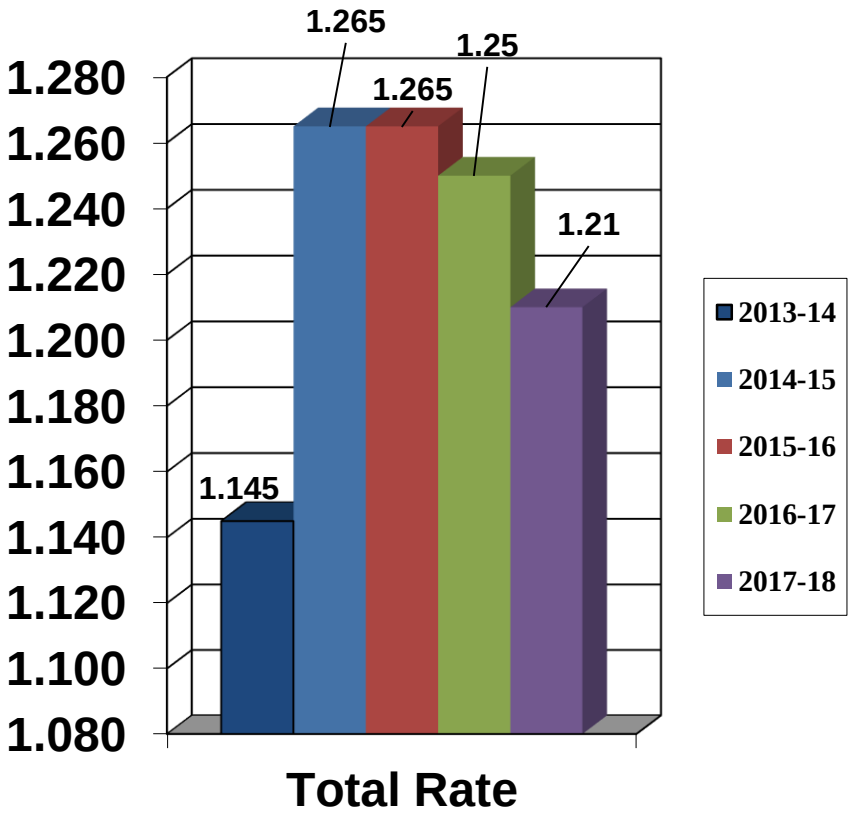
- Tax Rate is set by the School Board
  - Maximum rate of $1.17 M & O
  - Election required above $1.04
- Debt rate necessary to meet current obligations
- Subject to Roll Back Calculation
- Current total rate of $1.25

  M & O - 1.04

  Debt Service - 0.21
- Proposed total rate of $1.21

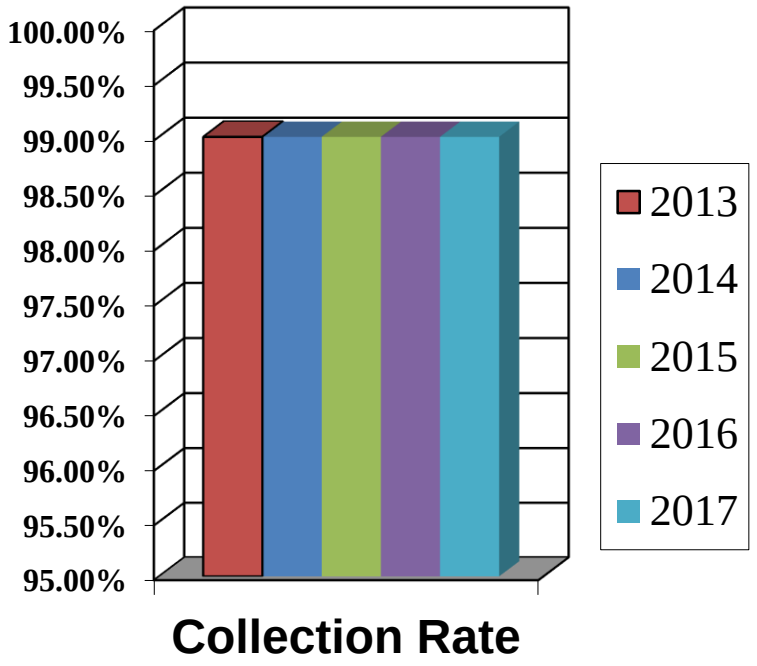
  M&O - 1.04

  Debt Service - 0.17



Tax Rates

- Total Collections compared to current levy
  - Including prior year taxes and Penalties and Interest
- History is used to determine collection rate to use (99%)



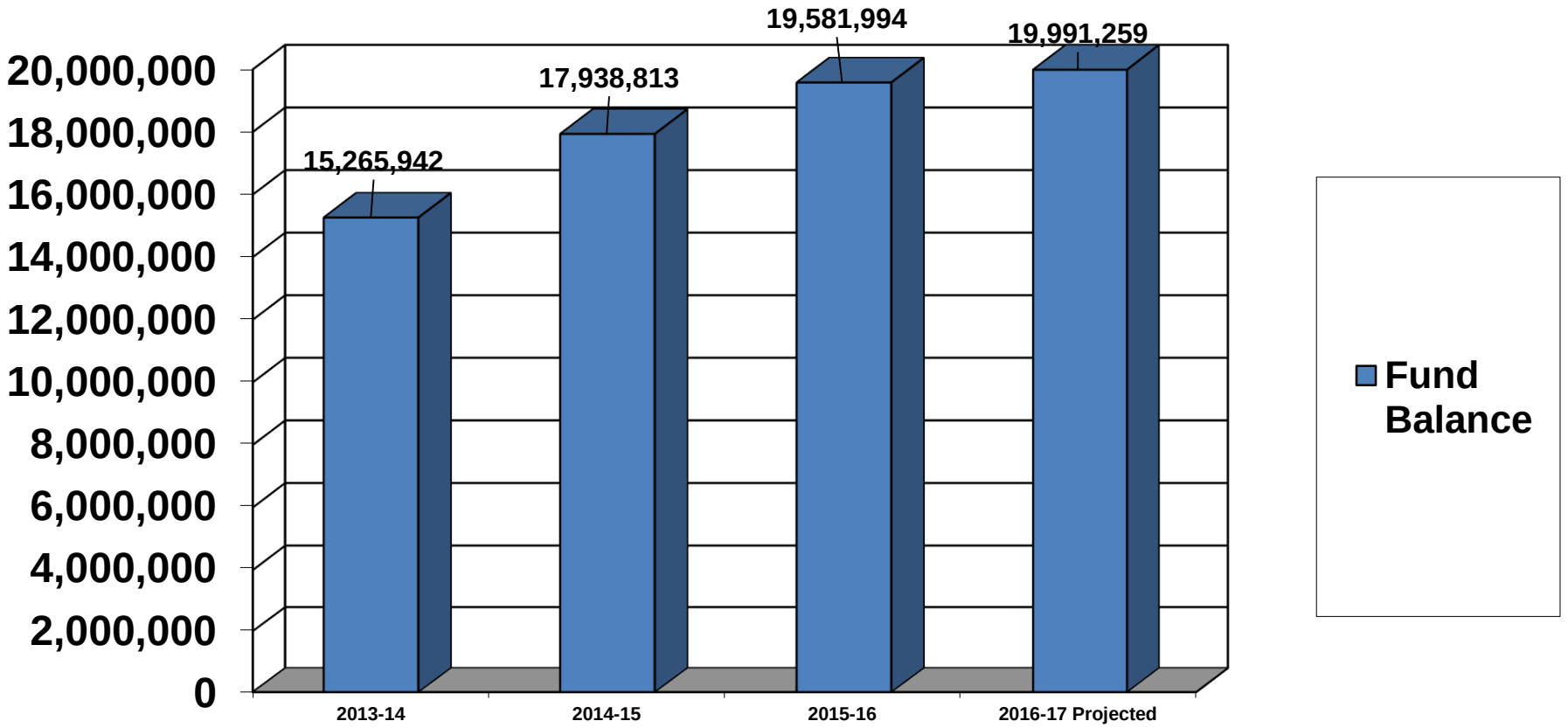
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Fund Balance

Fund Balance – General Operating

- Fund Balance is suggested to be maintained at a level of 3 months of operations by TEA
  - Policy CE(LOCAL) states "At a minimum, the goal of the District shall be to maintain committed, assigned, and unassigned fund balances in the general operating fund equal to or exceeding 20 percent of the total annual operating expenditures."
- FIRST rating is not affected by maintaining a fund balance decrease of no more than 20% over two fiscal years

Fund Balance – General Operating



GRANBURY ISD

Budget Conclusion

Budget Presentation Conclusion

- Salary increase for staff
  - Proposed $1,500 increase for teachers and 3% midpoint increase for other employees
  - Additional increases for GTEI qualifiers.
  - Increase in health insurance cost and deductible amounts to employees depending upon plan chosen
- Total Tax Rate proposed is $1.21 (a decrease of four cents from last year)
  - M & O $1.04
  - Debt $ .17

Budget Presentation Conclusion

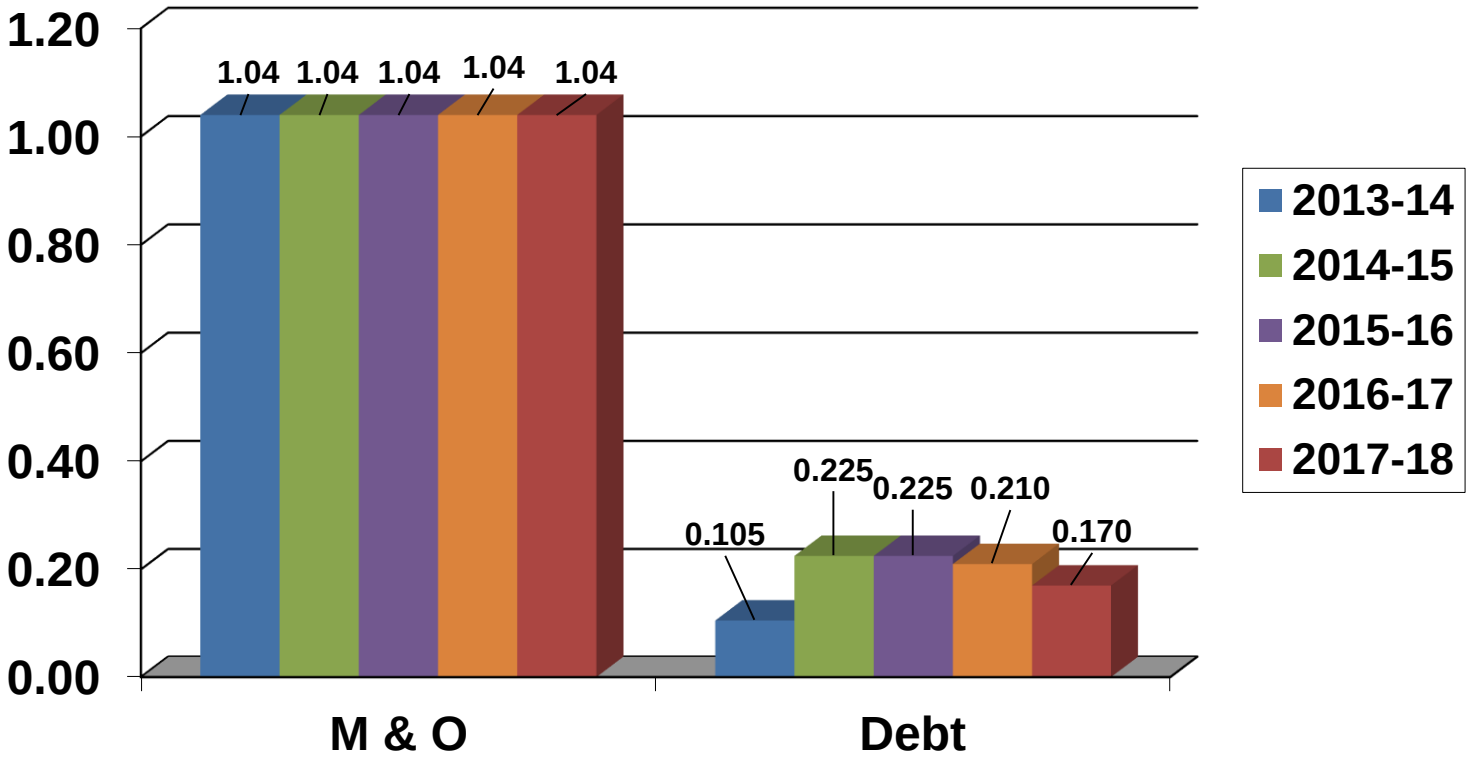
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- Substantial increase in property values from last year will enable the District to adopt a balanced M&O budget for 17-18
    - Higher property values increased M&O tax revenue enough to take district out of ASATR (GISD is now a “formula” district)
    - Higher property values also increase debt service revenue significantly allowing for decrease in I&S tax rate
- The 85th Legislative Session failed to pass a school finance plan to support public education due to differences in the House and Senate.
- A Special Session was called to begin on July 18, 2017 to look at 20 priorities set by Governor Abbot. However, most school leaders and finance experts are not optimistic a school finance plan or support of any kind for public education will come out of the Special Session.

Budget Presentation Conclusion

- Child Nutrition will adopt a balanced budget.
- Property values increased enough to lower Debt Service rate by 4 cents and adopt a balanced debt service budget.

Conclusion
Tax Rate



Budget Presentation Conclusion

- THANKS to all the Principals, Directors and Business Office Staff for their support of the budget process!

GRANBURY ISD

Questions?

Where do we go from here?

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: August 1, 2017
For: Action

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: July 27, 2017
RE: 2017-18 Compensation Plan

SUMMARY:

Board Policy DEA (Local) establishes that, "*The Superintendent shall recommend to the Board for approval compensation plans for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives*."

The 2017-18 Salary Schedules, Stipend/Extra Duty Schedules and Signing Bonus program with adjustments, if any, are attached for your review.

Policy DEA(local) further states "*The Superintendent shall administer the compensation plans consistent with the budget approved by the Board*."

The budget to be adopted includes the cost associated with the attached schedules.

RECOMMENDATION:

That the Board adopt the schedules as presented by Administration.

Respectfully submitted,

D O Williams

Assistant Superintendent for Finance and Operations

Staff Person Responsible: Dr. James Largent
Wes Jones
Dobie Williams

Date Submitted: July 27, 2017

GRANBURY INDEPENDENT SCHOOL DISTRICT

AUXILIARY - NON EXEMPT

DRAFT

2017 - 2018 Pay Ranges with 1.5% to Mid Min & Max

			Current			Proposed		
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 1		Hourly Rate	9.20	11.50	13.80	9.34	11.67	14.01
		Daily Rate	73.60	92.00	110.40	74.70	93.38	112.06
Transportation: Bus Attendant	175							
Custodial: Custodian - 190	190							
Custodial: Custodian - 240	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 2		Hourly Rate	9.66	12.08	14.50	9.80	12.26	14.72
		Daily Rate	77.28	96.64	116.00	78.44	98.09	117.74
Child Nutrition: Food Service Worker/Cook	177							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 3		Hourly Rate	10.14	12.68	15.22	10.29	12.87	15.45
		Daily Rate	81.12	101.44	121.76	82.34	102.96	123.59
Transportation: Bus Driver Trainee	175							
Custodial: Custodian - Asst Night Lead (sf -300k)	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 4		Hourly Rate	10.86	13.57	16.28	11.02	13.77	16.52
		Daily Rate	86.88	108.56	130.24	88.18	110.19	132.19
HS: Security Guard	175							
Child Nutrition: Cafeteria Mgr <700 Students	183							
Maintenance: Groundskeeper	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 5		Hourly Rate	12.16	15.20	18.24	12.34	15.43	18.51
		Daily Rate	97.28	121.60	145.92	98.74	123.42	148.11
Transportation: Bus Driver & Utility Bus Driver	175							
Child Nutrition: Cafeteria Mgr >700 students	183							
Maintenance: General Worker	240							
Maintenance: HVAC Assistant	240							
Maintenance: Irrigation Specialist	240							
Transportation: Mechanic Assistant	240							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 6		Hourly Rate	13.01	16.26	19.51	13.21	16.50	19.80
		Daily Rate	104.08	130.08	156.08	105.64	132.03	158.42
Transportation: Bus Driver - Lead	185							
Child Nutrition: Cafeteria Manager - HS	183							
Maintenance: Supervisor Athletic Grounds	240							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE AUX 7		**Hourly Rate**	**14.31**	**17.89**	**21.47**	**14.52**	**18.16**	**21.79**
		Daily Rate	**114.48**	**143.12**	**171.76**	**116.20**	**145.27**	**174.34**
Maintenance: Lead Grounds/Athletics Grounds	**240**							
Maintenance: Carpenter	**240**							
	# of Days		**Minimum**	**Midpoint**	**Maximum**			
PAY GRADE AUX 8		**Hourly Rate**	**15.74**	**19.68**	**23.62**	**15.98**	**19.98**	**23.97**
		Daily Rate	**125.92**	**157.44**	**188.96**	**127.81**	**159.80**	**191.79**
Transportation: Mechanic	**240**							
Maintenance: Lead - General Workers	**240**							
	# of Days		**Minimum**	**Midpoint**	**Maximum**			
PAY GRADE AUX 9		**Hourly Rate**	**17.16**	**21.45**	**25.74**	**17.42**	**21.77**	**26.13**
		Daily Rate	**137.28**	**171.60**	**205.92**	**139.34**	**174.17**	**209.01**
Maintenance: Electrician	**240**							
Maintenance: HVAC/Refrigeration Technician	**240**							
Maintenance: Licensed Plumber	**240**							
	# of Days		**Minimum**	**Midpoint**	**Maximum**			
PAY GRADE AUX 10		**Hourly Rate**	**20.94**	**26.17**	**31.40**	**21.25**	**26.56**	**31.87**
		Daily Rate	**167.52**	**209.36**	**251.20**	**170.03**	**212.50**	**254.97**
Maintenance: Supervisor - Lead HVAC	**240**							
Maintenance: Supervisor - General	**240**							
Transportation: Supervisor - Vehicle Maintenance	**240**							

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

CLERICAL / PARAPROFESSIONAL - NON EXEMPT

DRAFT

2017 - 2018 Pay Ranges with 1.5% to Mid Min & Max

			Current			Proposed		
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 1		Hourly Rate	8.80	11.00	13.20	8.93	11.17	13.40
		Daily Rate	35.20	44.00	52.80	35.73	44.66	53.59
Aide: Extended School Day (3.75 Hours per Day)	175							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 2		Hourly Rate	11.00	13.75	16.50	11.17	13.96	16.75
		Daily Rate	88.00	110.00	132.00	89.32	111.65	133.98
Aide: Bilingual	187							
Aide: Instructional - Classroom, Library, P.E.	187							
Aide: Clerk/Computer Lab - MS	187							
Aide: Computer Lab	187							
Aide: ESL	187							
Aide: ISS	187							
Aide: Title I	187							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 3		Hourly Rate	11.77	14.71	17.65	11.95	14.93	17.91
		Daily Rate	94.16	117.68	141.20	95.57	119.45	143.32
Aide: Instructional - Inclusion (Not SPED)	187							
Aide: ISS / Office	187							
Aide: Special Education - Autism	187							
Aide: Special Education - B.S.I.	187							
Aide: Special Education - Deaf Education	187							
Aide: Special Education - Life Skills	187							
Aide: Special Education - PPCD	187							
Aide: Special Education - Support Facilitator	187							
Clerk: Office	187							
Clerk: Receptionist - Middle School	187							
Clerk: Attendance - Middle School	196							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 4		Hourly Rate	12.59	15.74	18.89	12.78	15.98	19.17
		Daily Rate	100.72	125.92	151.12	102.23	127.81	153.39
Clerk: Attendance - High School	196							
Secretary: Assistant Principal - HS	202							
Clerk: PEIMS/Scheduling - Middle School	207							
Clerk: Special Ed Data	207							
Secretary: Counselor - HS	217							
Clerk: Accounting/WComp - Business Office	226							
Clerk: Receptionist - HS	226							
Clerk: Curriculum	226							
Clerk: Transportation	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 5		Hourly Rate	13.47	16.84	20.21	13.67	17.09	20.51
		Daily Rate	107.76	134.72	161.68	109.38	136.74	164.11
Accelerated Instructional Aide	187							
Bilingual Interpreter	187							
Communications Asst: Deaf Ed - Special Education	187							
Language Interpreter	187							
Site Leader: Extended School Day	187							
Clerk: PEIMS - Special Education	207							
Clerk: PEIMS/Scheduling - HS	217							
Quality Control/Compliance Technician - CN	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 6		Hourly Rate	14.42	18.02	21.62	14.64	18.29	21.94
		Daily Rate	115.36	144.16	172.96	117.09	146.32	175.55
Lead Site Leader: ESD	187							
Clerk: Bookkeeper/GHS Activity Fund - HS	191							
Secretary: Elementary School	217							
Secretary: Intermediate School	217							
Secretary: STARS/BTC	217							
Clerk: Catering/CN - Child Nutrition	226							
Clerk: Systems - Curriculum	226							
Clerk: Purchasing - Technology	226							
Clerk: Route Clerk - Transportation	226							
District Trainer - Child Nutrition	226							
FAR/Payroll Specialist: Support Services	226							

Secretary: Middle School	226							
Secretary: Central Admin, CTE, Maintenance, Technology & Transportation	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 7		Hourly Rate	15.42	19.28	23.14	15.65	19.57	23.49
		Daily Rate	123.36	154.24	185.12	125.21	156.55	187.90
School Nurse (LVN)	187							
Accounts Payable Specialist: Business Office	226							
Benefits Specialist: Human Resources	226							
Coordinator-Substitutes / Leave - Human Resources	226							
Payroll Assistant - Business Office	226							
Secretary - CN, Curriculum, HR, Special Education,	226							
Secretary: Principal - CNGC & High School	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 8		Hourly Rate	16.50	20.63	24.76	16.75	20.94	25.13
		Daily Rate	132.00	165.04	198.08	133.98	167.52	201.05
Deaf Ed Interpreter: Basic Certification	187							
Secretary: Athletic Director	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 9		Hourly Rate	17.66	22.07	26.48	17.92	22.40	26.88
		Daily Rate	141.28	176.56	211.84	143.40	179.21	215.02
Secretary: Asst Superintendent -BO Finance & Ops	226							
Secretary: Asst Superintendent -CA Adm Services								
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 10		Hourly Rate	21.72	27.15	32.58	22.05	27.56	33.07
		Daily Rate	173.76	217.20	260.64	176.37	220.46	264.55
Administrative Assistant - Superintendent//Board	226							
Certification Officer - Human Resources	226							
	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE C/P 11		Hourly Rate	30.76	38.45	46.14	31.22	39.03	46.83
		Daily Rate	246.08	307.60	369.12	249.77	312.21	374.66
Orientation & Mobility Specialist Part-Time Non-Exempt (FLSA): Special Education	188							

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Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

PROFESSIONAL SUPPORT & ADMINISTRATION - EXEMPT

2017 - 2018 Pay Ranges with 1.5% to Mid Min & Max

DRAFT

			Current			Proposed		
			Minimum	Midpoint	Maximum			
PAY GRADE A1	**# of Days**	**Daily Rate**	**148.00**	**185.00**	**222.00**	**150.22**	**187.78**	**225.33**
Business Office: Purchasing Facilitator	226							
			Minimum	Midpoint	Maximum			
PAY GRADE A2	**# of Days**	**Daily Rate**	**177.60**	**222.00**	**266.40**	**180.26**	**225.33**	**270.40**
			Minimum	Midpoint	Maximum			
PAY GRADE A3	**# of Days**	**Daily Rate**	**209.57**	**261.96**	**314.35**	**212.71**	**265.89**	**319.07**
Business Office: Payroll Supervisor	226							
HR Office: Human Resources Specialist	226							
Technology: Network Engineer	226							
Technology: Network Services Manager	226							
Technology: PEIMS Coordinator	226							
Technology: Software Support Specialist	226							
Transportation Manager	240							
			Minimum	Midpoint	Maximum			
PAY GRADE A4	**# of Days**	**Daily Rate**	**241.00**	**301.25**	**361.50**	**244.62**	**305.77**	**366.92**
Counselor: Elementary	191							
Counselor: Intermediate	191							
Counselor: STARS/BTC	192							
Counselor: Middle School	198							
Counselor: Ninth Grade Center	207							
Counselor: High School	207							
Counselor: High School	226							
Assistant Principal: Elementary	207							
Assistant Principal: Intermediate	207							
Business Office: Purchasing Manager	226							
Technology: Instructional Technology Specialist	226							
			Minimum	Midpoint	Maximum			
PAY GRADE A5	**# of Days**	**Daily Rate**	**259.07**	**323.84**	**388.61**	**262.96**	**328.70**	**394.44**
Special Education: Occupational Therapist	187							
Special Education: Orientation & Mobility Specialist	188							
Special Education: Speech Language Pathologist	188							
Special Education: Visual Impairment Specialist	188							
Special Education: Visual Impairment Specialist and O&M	188							
Special Education: School Psychologist - LSSP	198							
Assistant Principal: Middle School	207							
Special Education: Diagnostician	207							
District Comptroller: Business Office	226							
Support Services: Director	226							
Technology: Network Administrator	226							

PAY GRADE A6	# of Days	Daily Rate	Minimum 278.50	Midpoint 348.13	Maximum 417.76	282.68	353.35	424.03
Assistant Principal: Ninth Grade Center	207							
Assistant Principal: High School	207							
GMS Coordinator - Title I Campus Intervention	207							
High School Coordinator - Title I Campus Intervention	207							
Special Education: Coordinator	217							
Assistant Principal: High School	226							
Curriculum: Coordinator - Dyslexia/Section 504	226							
Curriculum: Coordinator - Data Specialist	226							
Curriculum: Coordinator - Elem/Federal Programs	226							
Curriculum: Coordinator - Secondary ELA/Science	226							
Curriculum: Coordinator-Secondary Math/SS/GT/At-Risk	226							
Technology: Instructional Coordinator	226							

PAY GRADE A7	# of Days	Daily Rate	Minimum 299.39	Midpoint 374.24	Maximum 449.09	303.88	379.85	455.83
Principal: Elementary	217							
Principal: Intermediate	217							
Principal: STARS/BTC	217							

PAY GRADE A8	# of Days	Daily Rate	Minimum 321.85	Midpoint 402.31	Maximum 482.77	326.68	408.34	490.01
Director of Athletics	226							
Director of Communications	226							
Director of Facilities & Maintenance	226							
Director of Transportation	226							
Director of Technology	226							
Principal: Middle School	226							
Principal: Ninth Grade Center	226							

PAY GRADE A9	# of Days	Daily Rate	Minimum 345.98	Midpoint 432.48	Maximum 518.98	351.17	438.97	526.76
Principal: High School	226							
Director of Special Education	226							
Director of C.T.E.	226							
Director of Human Resources	226							
Director of Curriculum & Instruction	226							

PAY GRADE A10	# of Days	Daily Rate	Minimum 371.94	Midpoint 464.92	Maximum 557.90	377.52	471.89	566.27

PAY GRADE A11	# of Days	Daily Rate	Minimum 446.32	Midpoint 557.90	Maximum 669.48	453.01	566.27	679.52
Assistant Superintendent - Administrative Services	226							
Assistant Superintendent - Finance & Operations	226							

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Board Approved:_____

GRANBURY INDEPENDENT SCHOOL DISTRICT

TECHNOLOGY - NON EXEMPT

2017 - 2018 Pay Ranges with 1.5% to Mid Min & Max

DRAFT

	# of Days		Current			Proposed		
			Minimum	Midpoint	Maximum			
PAY GRADE Tech 1		Hourly Rate	16.00	20.00	24.00	16.24	20.30	24.36
		Daily Rate	128.00	160.00	192.00	129.92	162.40	194.88
Technology: Computer Technician	226							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 2		Hourly Rate	17.92	22.40	26.88	18.19	22.74	27.28
		Daily Rate	143.36	179.20	215.04	145.51	181.89	218.27
Technology: Computer Support Specialist	226							
Facilities & Safety: Technician	226							

	# of Days		Minimum	Midpoint	Maximum			
PAY GRADE Tech 3		Hourly Rate	20.61	25.76	30.91	20.92	26.15	31.37
		Daily Rate	164.88	206.08	247.28	167.35	209.17	250.99
Technology: SR Computer Support Specialist	226							

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Board Approved:_____

GRANBURY ISD

2017 - 2018 Salary Range

DRAFT

Teacher / Librarian / RN and SLP Assistant and SLP Bachelor*

Base Salary Range

10-Month Salary Range Minimum: $47,000.00

10-Month Salary Range Maximum: $65,590.00

Master's Degree Stipend $2,160.00

Doctorate Degree Stipend $1,000 Above Master's Pay Rate

Continuing Teachers, Librarians, Nurses, SLP Assistants and SLP Bachelors will receive a $_____ Pay Increase for 2017/2018

The salaries listed above are based on 10-month employment for the 2017-2018 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

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Board Approved:_____

GRANBURY ISD

ATHLETIC STIPEND SCHEDULE

DRAFT

2017-2018

GRANBURY HIGH SCHOOL	TEAM	STIPEND	Proposed 2%	Proposed 3%
Campus Coordinator of Mens' Athletics		NEGOTIATED		
Campus Coordinator of Womens' Athletics		NEGOTIATED		
ATHLETIC TRAINERS				
Athletic Trainer		13,390	13,658	13,792
Athletic Trainer		13,390	13,658	13,792
FOOTBALL				
Head Coach	Varsity / JV / 9th	NEGOTIATED		
Offensive Coordinator	Varsity / JV	9,270	9,455	9,548
Defensive Coordinator	Varsity / JV	9,270	9,455	9,548
Assistant Coach	Varsity / JV	8,240	8,405	8,487
Assistant Coach	Varsity / JV	8,240	8,405	8,487
Assistant Coach	Varsity / JV	8,240	8,405	8,487
Assistant Coach	Varsity / JV	8,240	8,405	8,487
Assistant Coach	Varsity / JV	8,240	8,405	8,487
Assistant Coach	Varsity / JV	8,240	8,405	8,487
Assistant Coach	Varsity / JV	8,240	8,405	8,487
Assistant Coach	Varsity / 9th	6,695	6,829	6,896
Assistant Coach	Varsity / 9th	6,695	6,829	6,896
Assistant Coach	Varsity / 9th	6,695	6,829	6,896
Assistant Coach	Varsity / 9th	6,695	6,829	6,896
VOLLEYBALL				
Head Coach	Varsity / JV / 9th	8,755	8,930	9,018
Assistant Coach	Varsity/JV	5,047	5,148	5,198
Assistant Coach	Varsity/JV	4,635	4,728	4,774
Assistant Coach	9th	4,635	4,728	4,774
Assistant Coach	9th	4,635	4,728	4,774
BASKETBALL - MEN				
Head Coach	Varsity / JV / 9th	8,755	8,930	9,018
Assistant Coach 1	Varsity / JV	5,047	5,148	5,198
Assistant Coach	JV	4,738	4,833	4,880
Assistant Coach	9th	4,738	4,833	4,880
Assistant Coach	9th	4,738	4,833	4,880
BASKETBALL - WOMEN				
Head Coach	Varsity / JV /9th	8,755	8,930	9,018
Assistant Coach 1	Varsity / JV	5,047	5,148	5,198
Assistant Coach	JV	4,738	4,833	4,880
Assistant Coach	9th	4,738	4,833	4,880

GRANBURY HIGH SCHOOL	TEAM	STIPEND 2017-2018		
			2%	3%
SOCCER - MEN				
Head Coach	Varsity / JV/ 9th	8,240	8,405	8,487
Assistant Coach 1	JV	4,944	5,043	5,092
Assistant Coach	9th	4,120	4,202	4,244
SOCCER - WOMEN				
Head Coach	Varsity / JV/ 9th	8,240	8,405	8,487
Assistant Coach	JV	4,944	5,043	5,092
Assistant Coach	9th	4,120	4,202	4,244
TRACK - WOMEN				
Head Coach	Varsity/JV	7,828	7,985	8,063
Assistant Coach	Varsity/JV	4,635	4,728	4,774
Assistant Coach	Varsity/JV	4,635	4,728	4,774
Assistant Coach	Varsity/JV	4,635	4,728	4,774
TRACK - MEN				
Head Coach	Varsity/JV	7,828	7,985	8,063
Assistant Coach	Varsity/JV	4,635	4,728	4,774
Assistant Coach	Varsity/JV	4,635	4,728	4,774
Assistant Coach	Varsity/JV	4,635	4,728	4,774
CROSS COUNTRY				
Head Coach	Varsity/JV	6,695	6,829	6,896
Assistant Coach	Varsity/JV	3,605	3,677	3,713
GOLF - WOMEN				
Head Coach	Varsity/JV	7,828	7,985	8,063
Varsity / JV	Varsity/JV	2,472	2,521	2,546
GOLF - MEN				
Head Coach	Varsity/JV	7,828	7,985	8,063
Varsity / JV	Varsity/JV	2,472	2,521	2,546

GRANBURY HIGH SCHOOL	TEAM	STIPEND 2017-2018		
			2%	3%
BASEBALL				
Head Coach	Varsity	8,755	8,930	9,018
Assistant Coach	Varsity/ JV	5,047	5,148	5,198
Assistant Coach	JV / 9th	4,738	4,833	4,880
Assistant Coach	JV / 9th	4,738	4,833	4,880
SOFTBALL				
Head Coach	Varsity	8,755	8,930	9,018
Assistant Coach	Varsity/JV	5,047	5,148	5,198
Assistant Coach	JV	4,738	4,833	4,880
TENNIS				
Head Coach	Varsity/JV	8,240	8,405	8,487
Assistant Coach	Varsity/JV	5,150	5,253	5,305
SWIMMING				
Head Coach	Varsity/JV	7,828	7,985	8,063
Assistant Coach	Varsity/JV	4,532	4,623	4,668
POWER LIFTING				
Head Coach	Varsity / JV	5,768	5,883	5,941
Assistant Coach	Varsity / JV	3,605	3,677	3,713
Assistant Coach	Varsity / JV	3,605	3,677	3,713

ACTON MIDDLE SCHOOL		TEAM	2017-2018 STIPEND	2%	3%
Campus Coordinator of Boy's Athletics			1,545	1,576	1,591
Campus Coordinator of Girl's Athletics			1,545	1,576	1,591
FOOTBALL					
	Coach	8th	3,811	3,887	3,925
	Coach	8th	3,811	3,887	3,925
	Coach	8th	3,811	3,887	3,925
	Coach	7th	3,811	3,887	3,925
	Coach	7th	3,811	3,887	3,925
	Coach	7th	3,811	3,887	3,925
VOLLEYBALL					
	Coach	8th	2,781	2,837	2,864
	Coach	8th	2,781	2,837	2,864
	Coach	7th	2,781	2,837	2,864
	Coach	7th	2,781	2,837	2,864
BASKETBALL - BOYS					
	Coach	8th	2,060	2,101	2,122
	Coach	8th	2,060	2,101	2,122
	Coach	7th	2,060	2,101	2,122
	Coach	7th	2,060	2,101	2,122
BASKETBALL - GIRLS					
	Coach	8th	2,060	2,101	2,122
	Coach	8th	2,060	2,101	2,122
	Coach	7th	2,060	2,101	2,122
	Coach	7th	2,060	2,101	2,122
TRACK - BOYS					
	Coach	8th	1,854	1,891	1,910
	Coach	8th	1,854	1,891	1,910
	Coach	7th	1,854	1,891	1,910
	Coach	7th	1,854	1,891	1,910
TRACK - GIRLS					
	Coach	8th	1,854	1,891	1,910
	Coach	8th	1,854	1,891	1,910
	Coach	7th	1,854	1,891	1,910
	Coach	7th	1,854	1,891	1,910

GRANBURY MIDDLE SCHOOL		TEAM	2017-2018 STIPEND		2%	3%
Campus Coordinator of Boy's Athletics			1,545		1,576	1,591
Campus Coordinator of Girl's Athletics			1,545		1,576	1,591
FOOTBALL						
	Coach	8th	3,811		3,887	3,925
	Coach	8th	3,811		3,887	3,925
	Coach	8th	3,811		3,887	3,925
	Coach	7th	3,811		3,887	3,925
	Coach	7th	3,811		3,887	3,925
	Coach	7th	3,811		3,887	3,925
VOLLEYBALL						
	Coach	8th	2,781		2,837	2,864
	Coach	8th	2,781		2,837	2,864
	Coach	7th	2,781		2,837	2,864
	Coach	7th	2,781		2,837	2,864
BASKETBALL - BOYS						
	Coach	8th	2,060		2,101	2,122
	Coach	8th	2,060		2,101	2,122
	Coach	7th	2,060		2,101	2,122
	Coach	7th	2,060		2,101	2,122
BASKETBALL - GIRLS						
	Coach	8th	2,060		2,101	2,122
	Coach	8th	2,060		2,101	2,122
	Coach	7th	2,060		2,101	2,122
	Coach	7th	2,060		2,101	2,122
TRACK - BOYS						
	Coach	8th	1,854		1,891	1,910
	Coach	8th	1,854		1,891	1,910
	Coach	7th	1,854		1,891	1,910
	Coach	7th	1,854		1,891	1,910
TRACK - GIRLS						
	Coach	8th	1,854		1,891	1,910
	Coach	8th	1,854		1,891	1,910
	Coach	7th	1,854		1,891	1,910
	Coach	7th	1,854		1,891	1,910
			535,085		545,787	551,138
				Increase	**$10,702**	**$16,053**

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Board Approved _____

GRANBURY ISD

EXTRA DUTY
PAY SCHEDULES
2017/2018

DRAFT

DEPARTMENT HEADS:

GRANBURY HIGH SCHOOL		**$2,500 Plus $100 per Teacher Over 10**	
	English	1	2,500
	Foreign Language	1	2,500
	Mathematics	1	2,500
	Science	1	2,500
	Social Studies	1	2,500
	CTE	1	2,500
	Fine Arts	1	2,500
	Special Education - ALL	1	3,000
	Special Education - Life Skills	1	1,500

GRANBURY MIDDLE SCHOOL		**$1,000 Plus $100 per Teacher Over 10**	
	English/LA	1	1,000
	Mathematics	1	1,000
	Science / PE	1	1,000
	Social Studies	1	1,000
	CTE/Technology/Foreign Language	1	1,000
	Fine Arts	1	1,000
	Special Education	1	1,500

ACTON MIDDLE SCHOOL		**$1,000 Plus $100 per Teacher Over 10**	
	English/LA	1	1,000
	Mathematics	1	1,000
	Science	1	1,000
	Social Studies	1	1,000
	CTE/Technology/Foreign Language/PE	1	1,000
	Fine Arts	1	1,000
	Special Education	1	1,500

GRANBURY ISD

2017/2018

DRAFT

GRADE LEVEL CHAIRS

ACTON ELEMENTARY	**$1,000 Plus $100 per Teacher Over 10**		
Pre-K & Kindergarten	1	1,000	
1st Grade	1	1,000	
2nd Grade	1	1,000	
3rd Grade	1	1,000	
4th Grade	1	1,000	
5th Grade	1	1,000	
Special Programs:	1	1,000	
(SPED, Music, PE, 504 & Library)			
Science Fair Building Coordinator	1	400	PAY AFTER EVENT

BACCUS ELEMENTARY	**$1,000 Plus $100 per Teacher Over 10**		
Pre-K & Kindergarten	1	1,000	
1st Grade	1	1,000	
2nd Grade	1	1,000	
3rd Grade	1	1,000	
4th Grade	1	1,000	
5th Grade	1	1,000	
Special Programs	1	1,000	
(SPED, Music,PE,Hosts & Library)			
Science Fair Building Coordinator	1	400	PAY AFTER EVENT

BRAWNER INTERMEDIATE	**$1,000 Plus $100 per Teacher Over 10**		
3rd Grade	1	1,000	
4th Grade	1	1,000	
5th Grade	1	1,000	
Special Programs:	1	1,000	
(Art,Music,PE,G/T,SPED,Library, Bilingual)			
Science Fair Building Coordinator	1	400	PAY AFTER EVENT

MAMBRINO SCHOOL	**$1,000 Plus $100 per Teacher Over 10**		
Pre-K & Kindergarten	1	1,000	
1st Grade	1	1,000	
2nd Grade	1	1,000	
3rd Grade	1	1,000	
4th Grade	1	1,000	
5th Grade	1	1,000	
Special Programs:	1	1,000	
(Music, PE, G/T, 504, Library, SPED)			
Science Fair Building Coordinator	1	400	PAY AFTER EVENT

OAK WOODS SCHOOL	**$1,000 Plus $100 per Teacher Over 10**		
Kindergarten	1	1,000	
1st Grade	1	1,000	
2nd Grade	1	1,000	
3rd Grade	1	1,000	
4th Grade	1	1,000	
5th Grade	1	1,000	
Special Programs: Art,Music,PE,504,Library, SPED)	1	1,000	
Science Fair Building Coordinator	1	400	PAY AFTER EVENT

ROBERSON ELEMENTARY	**$1,000 Plus $100 per Teacher Over 10**		
Pre-K & Kindergarten	1	1,000	
1st Grade	1	1,000	
2nd Grade	1	1,000	
Special Programs:	1	1,000	
(SPED, Math Specialist, Music, PE, Library)			
Science Fair Building Coordinator	1	400	PAY AFTER EVENT

GRANBURY ISD

UIL - EXTRA DUTY
PAY SCHEDULE
2017/2018

GRANBURY HIGH SCHOOL

All stipends are based upon full district representation in all contests and in any District meet where a complete entry is not fielded, the stipend will be subject to reduction accordingly.

Event		Extra Pay	
UIL Campus Coordinator	1	1,500	
Host District Meet Coordinator	1	825	PAY AFTER EVENT
Accounting	1	825	PAY AFTER EVENT
Calculator Applications	1	825	PAY AFTER EVENT
Computer Science	1	825	PAY AFTER EVENT
Current Issues and Events	1	825	PAY AFTER EVENT
Editorial Writing	1	825	PAY AFTER EVENT
Feature Writing	1	825	PAY AFTER EVENT
Headline Writing	1	825	PAY AFTER EVENT
Literary Criticism	1	825	PAY AFTER EVENT
Mathematics	1	825	PAY AFTER EVENT
News Writing	1	825	PAY AFTER EVENT
Number Sense	1	825	PAY AFTER EVENT
Poetry Interpretation	1	825	PAY AFTER EVENT
Prose Interpretation	1	825	PAY AFTER EVENT
Ready Writing	1	825	PAY AFTER EVENT
Robotics	1	825	PAY AFTER EVENT
Science	1	825	PAY AFTER EVENT
Social Studies	1	825	PAY AFTER EVENT
Spelling and Vocabulary	1	825	PAY AFTER EVENT
One-Act Play	1	1,575	

$75.00 Paid Per Weekend Day for Attendance at Meet ABOVE District UIL Level (effective 15/16)

GRANBURY ISD

UIL - EXTRA DUTY
PAY SCHEDULE
2017/2018

Competing in Quad County Middle School District

Event		Extra Pay	
District Meet Director	1	400	PAY AFTER EVENT
Campus Coordinator	1	200	PAY AFTER EVENT
Art	1	450	PAY AFTER EVENT
Calculator Applications	1	450	PAY AFTER EVENT
Chess Puzzle	1	450	PAY AFTER EVENT
Dictionary Skills	1	450	PAY AFTER EVENT
Earth & Life Science	1	450	PAY AFTER EVENT
Impromptu Speaking	1	450	PAY AFTER EVENT
Listening	1	450	PAY AFTER EVENT
Maps, Graphs & Charts	1	450	PAY AFTER EVENT
Mathematics	1	450	PAY AFTER EVENT
Modern Oratory	1	450	PAY AFTER EVENT
Number Sense	1	450	PAY AFTER EVENT
One-Act Play (+100)	1	550	PAY AFTER EVENT
Oral Reading	1	450	PAY AFTER EVENT
Ready Writing	1	450	PAY AFTER EVENT
Social Studies	1	450	PAY AFTER EVENT
Spelling	1	450	PAY AFTER EVENT
(Available)	1	450	PAY AFTER EVENT
(Available)	1	450	PAY AFTER EVENT

* Quad County Meet Events not in UIL C&CR

GRANBURY ISD

OTHER EXTRA DUTY
PAY SCHEDULE
2017/2018

				Proposed	
GRANBURY HIGH SCHOOL				**2%**	**3%**
Band Director/District Coordinator	1	15,965	15,965	16,284	16,444
1st Assistant Band Director	1	11,845	11,845	12,082	12,200
2nd Asst Band Director (MS/HS Ensemble)	1	2,060	2,060	2,101	2,122
Auditorium Manager	1	2,060	2,060	2,101	2,122
PAY AFTER EVENT - BPA Sponsor	1	825			
Cheerleader Sponsor - Varsity	1	5,665	5,665	5,778	5,835
Cheerleader Sponsor - 9th	1	3,090	3,090	3,152	3,183
Cheerleader Sponsor - Jr.Varsity	1	4,120	4,120	4,202	4,244
Choral Director/District Coordinator	1	8,240	8,240	8,405	8,487
Culinary	1	2,500			
1st Assistant Choral Director	1	7,210	7,210	7,354	7,426
PAY AFTER EVENT - DECA Sponsor	2	825			
Drama/Theater Arts Sponsor	1	2,060	2,060	2,101	2,122
Asst. Drama/Theater Arts Sponsor	1	1,545	1,545	1,576	1,591
Drill Team Sponsor	1	6,695	6,695	6,829	6,896
PAY AFTER EVENT - FBLA Sponsor	1	825			
PAY AFTER EVENT - FCCLA Sponsor	4	825			
PAY AFTER EVENT - FEA Sponsor	1	825			
F1 Sponsor	1	2,000			
PAY AFTER EVENT - F1 Assistant Sponsor	1	750			
PAY AFTER EVENT - 4x4 F1 Assistant Sponsor	1	750			
PAY AFTER EVENT - HOSA Sponsor	4	825			
PAY AFTER EVENT - ROBOTICS Sponsor	1	825			
Speech/Debate Sponsor	1	3,500			
Student Council Sponsor	1	2,250			
Assistant Student Council Sponsor	1	1750			
Yearbook Sponsor	1	2,750			
PAY AFTER EVENT - History Fair Coordinator	1	400			
PAY AFTER EVENT - Science Fair Coordinator	1	400			
PAY AFTER EVENT - Skills USA	1	825			
PAY AFTER EVENT - TSA Sponsor	1	825			
			70,555	71,966	72,672
			GHS Increase	**1,411**	**2,117**

GRANBURY ISD

OTHER EXTRA DUTY
PAY SCHEDULE
2017/2018

ACTON MIDDLE SCHOOL				**2%**	**3%**
Middle School Band Director	1	7,983	7,983	8,142	8,222
Middle School Assistant Band Director	1	7,210	7,210	7,354	7,426
Cheerleader Sponsor	1	2,575	2,575	2,627	2,652
Middle School Choir Director	1	3,605	3,605	3,677	3,713
Middle School Choir Director	1	3,605	3,605	3,677	3,713
Yearbook Sponsor	1	1,000			
PAY AFTER EVENT - Geography Bee Sponsor	1	400			
PAY AFTER EVENT - Spelling Bee Sponsor	1	400			
PAY AFTER EVENT - Math Counts Sponsor	1	400			
PAY AFTER EVENT - Science Fair Coordinator	1	400			
PAY AFTER EVENT - History Fair Coordinator	1	400			
			24,978	25,477	25,727
			AMS Increase	**500**	**749**

GRANBURY MIDDLE SCHOOL				**2%**	**3%**
Middle School Band Director	1	7,983	7,983	8,142	8,222
Middle School Assistant Band Director	1	7,210	7,210	7,354	7,426
Cheerleader Sponsor	1	2,575	2,575	2,627	2,652
Assistant Choir Director	1	3,605	3,605	3,677	3,713
Assistant Choir Director	1	3,605	3,605	3,677	3,713
Yearbook Sponsor	1	1,000			
PAY AFTER EVENT - Geography Bee Sponsor	1	400			
PAY AFTER EVENT - Spelling Bee Sponsor	1	400			
PAY AFTER EVENT - Math Counts Sponsor	1	400			
PAY AFTER EVENT - Science Fair Coordinator	1	400			
PAY AFTER EVENT - History Fair Coordinator	1	400			
			24,978	25,477	25,727
			GMS Increase	**500**	**749**

GRANBURY ISD

OTHER EXTRA DUTY
PAY SCHEDULE
2017/2018

SPECIAL ASSIGNMENTS

Automotive Tech Teacher - GHS	2	3,500
IPM Coordinator - Maintenance	1	1,500
Bilingual Teachers - Brawner/Roberson	13	3,500
Health Coordinator	1	2,000
Project Lead the Way Leader	1	1,500
Project Lead the Way Instructor Training*	6	1,500
*Payment After Required Training is Completed		
Signing Bonus: Bilingual Teacher	2	1,000
Signing Bonus: Foreign Language Teacher	2	2,000
Signing Bonus: Secondary Math Teacher	6	2,000
Signing Bonus: Secondary Science Teacher	6	2,000
Speech Language Pathologists - SPED	8.5	6,000
Visual Impairment Specialist - SPED	1	6,000
Visual Impairment Specialist and O & M	1	6,000

TOTALS:		**2%**	**3%**
GHS	Increase	1,411	2,117
AMS	Increase	500	749
GMS	Increase	500	749
		$2,410	**$3,615**

Board Approved _____

GISD is an Equal Opportunity Employer; policies, procedures and practices shall not discriminate against any individual with respect to compensation, terms, conditions or privileges of employment on the basis of race, color, religion, national origin, age, sex or disability.

GRANBURY INDEPENDENT SCHOOL DISTRICT

Substitute Teacher / Substitute Paraprofessional /

2017 - 2018 Pay Schedule

DRAFT

Position	Daily Rate
Daily Rate Indicated is Paid Regardless of the Substitute Position	
Teacher/Paraprofessional/LVN: Non-Degreed Substitute	**$70.00**
Teacher/Paraprofessional/LVN: Degreed Substitute	**$75.00**
Teacher/Paraprofessional/LVN: TEA Certified	**$80.00**
Teacher: Long Term Position More than 10 Consecutive Days Certified Teacher Substitute Only	**After 10th Day, Rate Increases to $125.00 Per Day**

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Board Approved _____

GRANBURY ISD

CELL PHONE STIPENDS

2017-2018

DRAFT

CAMPUS/ DEPARTMENT	POSITION	MONTHLY	ANNUAL
AES	ASST PRINCIPAL	$35.00	$420.00
AES	PRINCIPAL	$35.00	$420.00
AMS	ASST PRINCIPAL	$35.00	$420.00
AMS	ASST PRINCIPAL	$35.00	$420.00
AMS	PRINCIPAL	$35.00	$420.00
ASST. SUPERINTENDENT	ASST SUPERINTENDENT	$60.00	$720.00
ASST. SUPERINTENDENT	ASST SUPERINTENDENT	$60.00	$720.00
ATHLETICS	DIRECTOR	$60.00	$720.00
BRAWNER	ASST PRINCIPAL	$35.00	$420.00
BRAWNER	PRINCIPAL	$35.00	$420.00
CTE	DIRECTOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	COORDINATOR	$35.00	$420.00
CURRICULUM	DIRECTOR	$35.00	$420.00
ERE	ASST PRINCIPAL	$35.00	$420.00
ERE	PRINCIPAL	$35.00	$420.00
FACILITIES/MAINTENANCE	DIRECTOR	$60.00	$720.00
FACILITIES/SAFETY	FACILITIES TECH	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	AG TEACHER	$60.00	$720.00
GHS	ATHLETIC TRAINER	$35.00	$420.00
GHS	ATHLETIC TRAINER	$35.00	$420.00
GHS	PRINCIPAL	$35.00	$420.00
GHS 207	ASST PRINCIPAL	$35.00	$420.00
GHS 207	ASST PRINCIPAL	$35.00	$420.00
GHS 207	ASST PRINCIPAL	$35.00	$420.00
GHS 226	ASST PRINCIPAL	$35.00	$420.00
GHS 226	ASST PRINCIPAL	$35.00	$420.00
GMS	ASST PRINCIPAL	$35.00	$420.00
GMS	ASST PRINCIPAL	$35.00	$420.00
GMS	PRINCIPAL	$35.00	$420.00
HUMAN RESOURCES	DIRECTOR	$35.00	$420.00
MAINTENANCE	HVAC/ELECTRICAL	$60.00	$720.00
MAINTENANCE	SUPERVISOR	$60.00	$720.00
MAINTENANCE	SUPERVISOR	$60.00	$720.00
MAMBRINO	ASST PRINCIPAL	$35.00	$420.00
MAMBRINO	PRINCIPAL	$35.00	$420.00
NETTIE BACCUS	ASST PRINCIPAL	$35.00	$420.00
NETTIE BACCUS	PRINCIPAL	$35.00	$420.00
OWS	ASST PRINCIPAL	$35.00	$420.00
OWS	PRINCIPAL	$35.00	$420.00
SPECIAL EDUCATION	DIRECTOR	$35.00	$420.00
STARS/BTC	PRINCIPAL	$35.00	$420.00
SUPERINTENDENT OFFICE	DIRECTOR OF COMMUNICATIONS	$75.00	$900.00
SUPERINTENDENT	SUPERINTENDENT	$125.00	$1,500.00
SUPPORT SERVICES	DIRECTOR	$60.00	$720.00
TECHNOLOGY	COORDINATOR-INSTRUCT. TECH.	$35.00	$420.00
TECHNOLOGY	DIRECTOR	$60.00	$720.00
TECHNOLOGY	NETWORK ADMINISTRATOR	$35.00	$420.00
TRANSPORTATION	DIRECTOR	$60.00	$720.00
TRANSPORTATION	MANAGER	$60.00	$720.00
TRANSPORTATION	SUPERVISOR-DRIVER MNG	$60.00	$720.00

GISD Salary Study 2016-17

Comparison Districts

District	Region	Enrollment
Midlothian	10	8,398
Granbury	11	7,079
White Settlement	11	6,640
Azle	11	6,298
Cleburne	11	6,770
Weatherford	11	8,041
Burleson	11	11,855
Glen Rose	11	1740
Stephenville	11	6394
Crowley	11	15251

Salary Comparisons – All data sorted lowest to highest

TEACHERS	0 YEAR SALARY	5 YEAR SALARY	10 YEAR SALARY	15 YEAR SALARY	20 YEAR SALARY	AVERAGE SALARY
Stephenville	$41,300	$43,568	$44,968	$49,892	$54,012	$49,224
Midlothian	$47,000	$47,860	$49,060	$52,000	$55,600	$51,274
Glen Rose	$48,000	$49,395	$50,930	$53,252	$56,832	$54,252
Granbury	$46,000	$48,161	$49,486	$50,760	$54,419	$55,295
White Settlement	$47,000	$48,300	$49,550	$51,100	$54,850	$51,500
Azle	$46,000	$48,660	$49,999	$52,261	$54,329	$51,699
Cleburne	$45,850	$48,916	$50,551	$53,151	$56,151	$51,712
Weatherford	$47,000	$50,531	$51,931	$53,771	$56,091	$53,018
Burleson	$49,000	$50,600	$52,150	$54,500	$56,700	$53,252
Crowley	$52,171	$53,363	$54,596	$56,608	$59,366	$55,728

ELEMENTARY ASST PRINCIPALS	*AVERAGE PAY*
Stephenville	$54,952
Azle	$55,194
Burleson	$61,811
Granbury	***$62,545***
Cleburne	$62,782
White Settlement	$63,901
Weatherford	$64,860
Midlothian	$65,726
Crowley	$69,732

MIDDLE SCHOOL ASST PRINCIPALS	*AVERAGE PAY*
Azle	$56,246
White Settlement	$59,872
Stephenville	$63,383
Granbury	***$63,980***
Glen Rose	$68,000
Midlothian	$68,233
Cleburne	$69,276
Burleson	$69,690
Crowley	$69,729
Weatherford	$70,797

HIGH SCHOOL ASST PRINCIPALS	*AVERAGE PAY*
Azle	$67,675
Stephenville	$68,538
Weatherford	$71,853
White Settlement	$72,175
Burleson	$72,346
Midlothian	$73,996
Cleburne	$75,228
Granbury	***$76,390***
Glen Rose	$76,640
Crowley	$78,368

ELEMENTARY PRINCIPALS	*AVERAGE PAY*
Stephenville	$73,080
Midlothian	$77,294
Burleson	$78,769
Azle	$79,280
Cleburne	$82,743
Glen Rose	$84,992
White Settlement	$85,940
Granbury	$86,023
Weatherford	$88,471
Crowley	$93,805

MIDDLE SCHOOL PRINCIPAL	*AVERAGE PAY*
Stephenville	$78,872
Glen Rose	$80,000
Azle	$85,987
Cleburne	$89,218
Midlothian	$90,304
Burleson	$92,790
Granbury	$93,847
White Settlement	$100,909
Weatherford	$104,169
Crowley	$107,493

HIGH SCHOOL PRINCIPAL	*AVERAGE PAY*
Stephenville	$89,326
Glen Rose	$94,500
Weatherford	$101,715
Cleburne	$103,075
Midlothian	$107,849
White Settlement	$109,307
Granbury	$110,420
Azle	$116,360
Crowley	$118,026
Burleson	$133,777

ELEM COUNSELORS	*AVERAGE PAY*
Stephenville	$54,934
Azle	$54,965
White Settlement	$57,846
Cleburne	$58,448
Granbury	$58,557
Midlothian	$59,604
Weatherford	$59,987
Burleson	$61,178
Crowley	$61,287
Glen Rose	$66,635

MS COUNSELORS	*AVERAGE PAY*
White Settlement	$54,775
Azle	$55,146
Midlothian	$56,060
Granbury	$60,351
Cleburne	$60,735
Glen Rose	$63,487
Stephenville	$64,101
Burleson	$64,380
Crowley	$64,590
Weatherford	$69,123

HS COUNSELORS	*AVERAGE PAY*
White Settlement	$57,752
Burleson	$62,193
Cleburne	$62,561
Weatherford	$63,948
Glen Rose	$64,607
Azle	$65,479
Granbury	$66,821
Midlothian	$67,211
Crowley	$68,169
Stephenville	$68,538

LSSP	*AVERAGE PAY*
Granbury	$51,864
Midlothian	$53,460
Cleburne	$59,869
White Settlement	$60,693
Weatherford	$61,622
Stephenville	$63,500
Burleson	$68,431
Crowley	$71,106

DIAGNOSTICIAN	*AVERAGE PAY*
White Settlement	$60,343
Stephenville	$60,429
Azle	$61,592
Burleson	$62,050
Glen Rose	$62,750
Midlothian	$64,176
Cleburne	$64,862
Granbury	$66,968
Crowley	$67,723
Weatherford	$71,736

SLP	*AVERAGE PAY*
Stephenville	$53,076
White Settlement	$56,377
Azle	$58,661
Burleson	$59,288
Midlothian	$59,795
Crowley	$64,292
Weatherford	$65,008
Cleburne	$69,333
Granbury	$69,536
Glen Rose	$70,225

ATHLETIC DIRECTOR	***AVERAGE PAY***
Stephenville	$95,175
Granbury	$103,569
Azle	$104,093
Cleburne	$112,078
Weatherford	$121,706
Midlothian	$123,292
Crowley	$127,134
CTE DIRECTOR	***AVERAGE PAY***
White Settlement	$83,977
Weatherford	$87,086
Granbury	$89,920
Burleson	$90,179
Cleburne	$96,782
Crowley	$113,292
CHILD NUTRITION DIRECTOR	***AVERAGE PAY***
Granbury	$64,393
White Settlement	$78,029
Cleburne	$82,316
Burleson	$83,126
Weatherford	$103,690
CURRICULUM DIRECTOR	***AVERAGE PAY***
Azle	$73,619
Midlothian	$78,230
Stephenville	$82,382
Burleson	$90,197
Crowley	$91,521
White Settlement	$98,577
Granbury	$100,367
Weatherford	$118,652

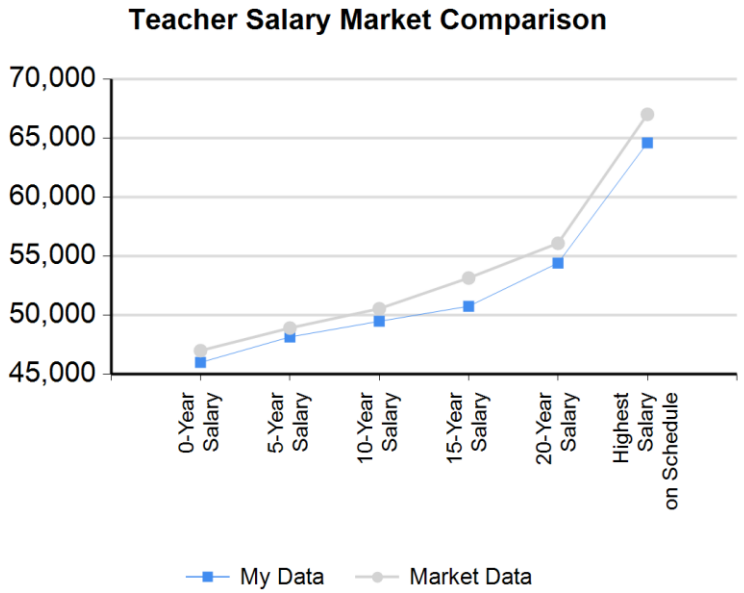
MAINT DIRECTOR	***AVERAGE PAY***
Midlothian	$60,544
Weatherford	$80,911
Cleburne	$80,943
White Settlement	$87,444
Crowley	$91,521
Granbury	$98,602
Azle	$99,260
SPED DIRECTOR	***AVERAGE PAY***
Stephenville	$80,579
Glen Rose	$82,000
White Settlement	$94,314
Midlothian	$96,209
Cleburne	$96,782
Azle	$102,431
Granbury	$103,817
Burleson	$105,000
Crowley	$109,454
Weatherford	$122,565
TECHNOLOGY DIRECTOR	***AVERAGE PAY***
Glen Rose	$88,541
Stephenville	$98,882
Granbury	$100,456
Weatherford	$100,651
Midlothian	$105,039
Crowley	$109,404
Cleburne	$115,138
Burleson	$122,000
TRANSPORTATION DIRECTOR	***AVERAGE PAY***
Midlothian	$52,282
Azle	$69,410
Cleburne	$85,921
Granbury	$98,362

Head Football Coach	***AVERAGE PAY***
Azle	$88,822
Granbury	$90,000
Stephenville	$91,500
Cleburne	$93,997
Crowley	$103,108
Midlothian	$105,866
Weatherford	$114,878

Assistant Superintendents	***AVERAGE PAY***
Midlothian	$115,569
Granbury	$121,283
Cleburne	$121,886
Burleson	$140,000
White Settlement	$143,863
Crowley	$148,208
Weatherford	$156,383

GISD Salary Study 2016-17

TEACHERS	Enrollment	Teacher Count	0 YEAR SALARY	5 YEAR SALARY	10 YEAR SALARY	15 YEAR SALARY	20 YEAR SALARY	HIGHEST SALARY ON SCHEDULE	MAX YEARS CREDIT	HIGHEST ACTUAL SALARY	AVERAGE SALARY	MASTER'S DEGREE
Stephenville	6394	249	$41,300	$43,568	$44,968	$49,892	$54,012	$59,022	30	$59,022	$49,224	$800
Midlothian	8,398	538	$47,000	$47,860	$49,060	$52,000	$55,600	$64,391	30	$65,334	$51,274	$1,000
Glen Rose	1740	142	$48,000	$49,395	$50,930	$53,252	$56,832	$64,585	33	$67,755	$54,252	$1,000
Granbury	***7,079***	***445***	***$46,000***	***$48,161***	***$49,486***	***$50,760***	***$54,419***	***$64,590***	***35***	***$64,590***	***$55,295***	***$2,160***
White Settlement	6,640	425	$47,000	$48,300	$49,550	$51,100	$54,850	$60,900	33	$60,900	$51,500	$2,000
Azle	6,298	408	$46,000	$48,660	$49,999	$52,261	$54,329	$79,512	44	$79,512	$51,699	
Cleburne	6,770	471	$45,850	$48,916	$50,551	$53,151	$56,151	$67,660	37	$67,660	$51,712	$1,500
Weatherford	8,041	518	$47,000	$50,531	$51,931	$53,771	$56,091	$61,341	28	$67,217	$53,018	$1,000
Burleson	11,855	758	$49,000	$50,600	$52,150	$54,500	$56,700	$69,700	45	$81,356	$53,252	$1,500
Crowley	15,251	1,041	$52,171	$53,363	$54,596	$56,608	$59,366	$67,007	30	$79,010	$55,728	$1,624



Assistant Principals

ELEMENTARY ASST PRINCIPALS	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Stephenville	3694	4	202	37.5	$49,011	$70,526	$54,952
Azle	6,298	7	202	37.5	$47,529	$64,476	$55,194
Burleson	11,855	10	206	37.5	$54,384	$78,191	$61,811
Granbury	***7079***	***6***	***217***	***40***	***$49,887***	***$74,831***	***$62,545***
Cleburne	6,770	7	207	40	$56,202	$80,875	$62,782
White Settlement	6,640	6	207	40	$55,381	$79,695	$63,901
Weatherford	8,041	7	210	40	$52,124	$76,577	$64,860
Midlothian	8,398	6	207		$56,812	$84,809	$65,726
Crowley	15,251	12	207	40	$62,998	$90,656	$69,732

MIDDLE SCHOOL ASST PRINCIPALS	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Azle	6,298	2	207	37.5	$48,705	$73,238	$56,246
White Settlement	6,640	3	207	40	$55,381	$79,695	$59,872
Stephenville	3694	1	226	37.5	$59,221	$85,222	$63,383
Granbury	***7079***	***4***	***207***	***40***	***$53,627***	***$80,442***	***$63,980***
Glen Rose	1740	1	227	40	$60,000	$82,584	$68,000
Midlothian	8,398	4	207		$63,634	$94,987	$68,233
Cleburne	6,770	5	207	40	$59,574	$85,729	$69,276
Burleson	11,855	7	206	37.5	$58,504	$92,437	$69,690
Crowley	15,251	9	217	40	$66,300	$95,404	$69,729
Weatherford	8,041	4	210	40	$55,251	$81,171	$70,797

HIGH SCHOOL ASST PRINCIPALS	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Azle	6,298	4	212	37.5	$49,882	$79,700	$67,675
Stephenville	3694	2	226	37.5	$63,958	$92,039	$68,538
Weatherford	8,041	6	210	40	$60,408	$86,928	$71,853
White Settlement	6,640	6	212	40	$60,973	$87,740	$72,175
Burleson	11,855	9	206	37.5	$58,504	$92,437	$72,346
Midlothian	8,398	6	207		$63,634	$94,987	$73,996
Cleburne	6,770	4	207	40	$63,148	$99,213	$75,228
Granbury	***7079***	***5***	***217***	***40***	***$57,650***	***$86,476***	***$76,390***
Glen Rose	1740	1	227	40	$60,000	$82,584	$76,640
Crowley	15,251	14	217	40	$70,937	$102,081	$78,368

Principals

ELEMENTARY PRINCIPALS	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Stephenville	3694	4	226	37.5	$63,958	$92,039	$73,080
Midlothian	8,398	7	215		$71,184	$106,259	$77,294
Burleson	11,855	10	216	37.5	$67,608	$97,738	$78,769
Azle	6,298	7	217	37.5	$61,650	$99,081	$79,280
Cleburne	6,770	7	221	40	$71,465	$102,840	$82,743
Glen Rose	1740	2	227	40	$65,160	$90,180	$84,992
White Settlement	6,640	6	221	40	$74,243	$106,839	$85,940
Granbury	***7079***	***6***	***217***	***40***	***$64,968***	***$97,453***	***$86,023***
Weatherford	8,041	7	218	40	$66,448	$95,621	$88,471
Crowley	15,251	10	217	40	$81,974	$117,963	$93,805

MIDDLE SCHOOL PRINCIPAL	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Stephenville	3694	1	227	37.5	$70,761	$97,720	$78,872
Glen Rose	1740	1	226	40	$65,160	$90,180	$80,000
Azle	6,298	2	221	37.5	$65,717	$100,772	$85,987
Cleburne	6,770	2	223	40	$78,303	$108,131	$89,218
Midlothian	8,398	2	226		$77,058	$115,018	$90,304
Burleson	11,855	3	225	37.5	$70,425	$101,810	$92,790
Granbury	***7079***	***2***	***226***	***40***	***$72,738***	***$109,106***	***$93,847***
White Settlement	6,640	1	226	40	$77,028	$114,851	$100,909
Weatherford	8,041	2	226	40	$79,738	$114,745	$104,169
Crowley	15,251	3	221	40	$90,541	$130,282	$107,493

HIGH SCHOOL PRINCIPAL	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Stephenville	3694	1	226	37.5	$75,715	$104,557	$89,326
Glen Rose	1740	1	227	40	$70,320	$100,296	$94,500
Weatherford	8,041	2	226	40	$79,738	$128,515	$101,715
Cleburne	6,770	1	226	40	$87,290	$120,545	$103,075
Midlothian	8,398	2	226		$88,216	$131,679	$107,849
White Settlement	6,640	1	226	40	$87,394	$125,792	$109,307
Granbury	***7079***	***1***	***226***	***40***	***$78,191***	***$117,290***	***$110,420***
Azle	6,298	1	226	37.5	$73,399	$116,360	$116,360
Crowley	15,251	2	221	40	$97,779	$140,708	$118,026
Burleson	11,855	3	225	37.5	$68,804	$109,643	$133,777

Counselors

ELEM COUNSELORS	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Stephenville	3694	4	197	37.5	$47,798	$68,781	$54,934
Azle	6,298	7	192	37.5	$49,130	$66,795	$54,965
White Settlement	6,640	6	193	40	$48,256	$69,443	$57,846
Cleburne	6,770	7	197	40	$53,487	$76,968	$58,448
Granbury	***7079***	***6***	***191***	***40***	***$46,031***	***$69,047***	***$58,557***
Midlothian	8,398	7	197		$49,997	$74,260	$59,604
Weatherford	8,041	7	200	40	$52,124	$76,577	$59,987
Burleson	11,855	10	192	37.5	$50,676	$72,325	$61,178
Crowley	15,251	10	207	40	$59,800	$85,814	$61,287
Glen Rose	1740	2	197	40	$58,776	$85,080	$66,635

MS COUNSELORS	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
White Settlement	6,640	2	202	40	$50,506	$72,682	$54,775
Azle	6,298	2	207	37.5	$51,966	$62,694	$55,146
Midlothian	8,398	4	207		$52,377	$77,796	$56,060
Granbury	***7079***	***4***	***198***	***40***	***$47,718***	***$71,577***	***$60,351***
Cleburne	6,770	4	207	40	$56,202	$80,875	$60,735
Glen Rose	1740	2	197	40	$58,776	$85,080	$63,487
Stephenville	3694	1	202	37.5	$49,011	$70,526	$64,101
Burleson	11,855	5	206	37.5	$50,676	$72,325	$64,380
Crowley	15,251	6	207	40	$59,800	$85,814	$64,590
Weatherford	8,041	2	205	40	$55,251	$81,171	$69,123

HS COUNSELORS	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
White Settlement	6,640	4	202	40	$50,506	$72,682	$57,752
Burleson	11,855	8	206	37.5	$50,676	$72,325	$62,193
Cleburne	6,770	5	207	40	$56,202	$80,875	$62,561
Weatherford	8,041	7	210	40	$55,251	$81,171	$63,948
Glen Rose	1740	2	207	40	$58,776	$85,080	$64,607
Azle	6,298	6	212	37.5	$53,150	$74,326	$65,479
Granbury	***7079***	***6***	***207***	***40***	***$49,887***	***$74,831***	***$66,821***
Midlothian	8,398	5	207		$52,377	$77,796	$67,211
Crowley	15,251	16	217	40	$62,930	$90,309	$68,169
Stephenville	3694	2	207	37.5	$50,224	$72,272	$68,538

Special Education

LSSP	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Granbury	***7079***	***3***	***198***	***40***	***$51,296***	***$76,945***	***$51,864***
Midlothian	8,398	1	197		$49,997	$74,260	$53,460
Cleburne	6,770	2	207	40	$56,202	$80,875	$59,869
White Settlement	6,640	1	202	40	$50,506	$72,862	$60,693
Weatherford	8,041	1	200	40	$52,124	$76,577	$61,622
Stephenville	3697	1	202	37.5	$49,011	$70,526	$63,500
Burleson	11,855	4	216	37.5	$51,408	$74,064	$68,431
Crowley	15,251	3	197	40	$59,100	$85,043	$71,106

DIAGNOSTICIAN	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
White Settlement	6,640	5	202	40	$50,506	$72,862	$60,343
Stephenville	3694	4	202	37.5	$49,011	$70,526	$60,429
Azle	6,298	5	202	37.5	$50,320	$83,408	$61,592
Burleson	11,855	13	192	37.5	$45,696	$65,835	$62,050
Glen Rose	1740	2	197	40	$58,776	$85,080	$62,750
Midlothian	8,398	8	207		$56,812	$84,809	$64,176
Cleburne	6,770	7	197	40	$53,487	$76,968	$64,862
Granbury	***7079***	***9***	***207***	***40***	***$53,627***	***$80,442***	***$66,968***
Crowley	15,251	18	197	40	$59,100	$85,043	$67,723
Weatherford	8,041	11	200	40	$52,124	$76,577	$71,736

SLP	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Stephenville	3694	2	192	37.5	$46,585	$67,035	$53,076
White Settlement	6,640	6	187	40	$46,756	$67,285	$56,377
Azle	6,298	6	187	37.5	$48,185	$76,699	$58,661
Burleson	11,855	8	192	37.5	$45,696	$65,835	$59,288
Midlothian	8,398	9	187		$47,616	$70,724	$59,795
Crowley	15,251	8	187	40	$56,100	$80,726	$64,292
Weatherford	8,041	10	190	40	$50,228	$73,792	$65,008
Cleburne	6,770	4	197	40	$53,487	$76,968	$69,333
Granbury	***7079***	***6***	***188***	***40***	***$48,705***	***$73,059***	***$69,536***
Glen Rose	1740	2	187	40			$70,225

Directors

DIRECTORS	DEPARTMENT	DUTY DAYS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Stephenville	ATHLETICS	226	$75,715	$104,557	$95,175
Granbury	***ATHLETICS***	***226***	***$72,738***	***$109,107***	***$103,569***
Azle	ATHLETICS	226	$65,720	$107,408	$104,093
Cleburne	ATHLETICS	226	$87,290	$120,545	$112,078
Weatherford	ATHLETICS	226	$89,307	$128,515	$121,706
Midlothian	ATHLETICS	226	$88,216	$131,679	$123,292
Crowley	ATHLETICS	226	$97,781	$140,708	$127,134
White Settlement	CTE	226	$65,000	$93,534	$83,977
Weatherford	CTE	226	$65,899	$94,831	$87,086
Granbury	***CTE***	***226***	***$78,191***	***$117,289***	***$89,920***
Burleson	CTE	225	$70,425	$101,810	$90,179
Cleburne	CTE	226	$73,072	$105,167	$96,782
Crowley	CTE	226	$90,538	$130,282	$113,292
Granbury	***CHILD NUTRITION***	***226***	***$58,550***	***$87,803***	***$64,393***
White Settlement	CHILD NUTRITION	217	$62,411	$89,810	$78,029
Cleburne	CHILD NUTRITION	226	$65,042	$93,598	$82,316
Burleson	CHILD NUTRITION	225	$63,900	$92,437	$83,126
Weatherford	CHILD NUTRITION	226	$72,489	$104,314	$103,690
Azle	CURRICULUM	226	$65,720	$107,408	$73,619
Midlothian	CURRICULUM	226	$74,278	$110,875	$78,230
Stephenville	CURRICULUM	226	$81,016	$111,875	$82,382
Burleson	CURRICULUM	225	$70,425	$101,810	$90,197
Crowley	CURRICULUM	226	$77,620	$111,701	$91,521
White Settlement	CURRICULUM	226	$77,028	$114,851	$98,577
Granbury	***CURRICULUM***	***226***	***$78,191***	***$117,289***	***$100,367***
Weatherford	CURRICULUM	226	$89,307	$128,515	$118,652

Midlothian	MAINTENANCE	226	$49,944	$75,822	$60,544
Weatherford	MAINTENANCE	250	$65,899	$94,831	$80,911
Cleburne	MAINTENANCE	226	$65,042	$93,598	$80,943
White Settlement	MAINTENANCE	226	$69,547	$100,082	$87,444
Crowley	MAINTENANCE	226	$77,620	$111,701	$91,521
Granbury	***MAINTENANCE***	***226***	***$72,738***	***$109,107***	***$98,602***
Azle	MAINTENANCE	250	$65,420	$101,040	$99,260
Stephenville	SPED	226	$70,761	$97,720	$80,579
Glen Rose	SPED	227	$65,160	$90,180	$82,000
White Settlement	SPED	226	$74,243	$106,839	$94,314
Midlothian	SPED	226	$82,447	$123,061	$96,209
Cleburne	SPED	226	$73,081	$105,167	$96,782
Azle	SPED	226	$65,720	$107,408	$102,431
Granbury	***SPED***	***226***	***$78,191***	***$117,289***	***$103,817***
Burleson	SPED	225	$78,525	$116,397	$105,000
Crowley	SPED	226	$97,781	$140,708	$109,454
Weatherford	SPED	226	$89,307	$128,515	$122,565
Glen Rose	TECHNOLOGY	227	$65,160	$91,382	$88,541
Stephenville	TECHNOLOGY	226	$81,016	$111,875	$98,882
Granbury	***TECHNOLOGY***	***226***	***$72,738***	***$109,107***	***$100,456***
Weatherford	TECHNOLOGY	226	$89,307	$128,515	$100,651
Midlothian	TECHNOLOGY	226	$82,447	$123,061	$105,039
Crowley	TECHNOLOGY	226	$97,781	$140,708	$109,404
Cleburne	TECHNOLOGY	226	$87,290	$120,545	$115,138
Burleson	TECHNOLOGY	225	$78,525	$116,397	$122,000
Midlothian	TRANSPORTATION	226	$49,944	$75,822	$52,282
Azle	TRANSPORTATION	260	$41,662	$79,373	$69,410
Cleburne	TRANSPORTATION	226	$65,042	$93,598	$85,921
Granbury	***TRANSPORTATION***	***226***	***$72,738***	***$109,107***	***$98,362***

Head Football Coach

HEAD FOOTBALL COACH	DEPARTMENT	DUTY DAYS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Azle	HEAD FOOTBALL COACH	217	$53,650	$89,248	$88,822
Granbury	***HEAD FOOTBALL COACH***	***187***	***$85,222***	***$102,813***	***$90,000***
Stephenville	HEAD FOOTBALL COACH	226	$75,715	$104,557	$91,500
Cleburne	HEAD FOOTBALL COACH	226	$73,072	$105,167	$93,997
Crowley	HEAD FOOTBALL COACH	217	$88,534	$127,401	$103,108
Midlothian	HEAD FOOTBALL COACH	226	$69,419	$103,622	$105,866
Weatherford	HEAD FOOTBALL COACH	226	$65,899	$94,831	$114,878

Assistant Superintendents

ASST SUPT/CFO	ENROLLMENT	STAFF COUNT	DUTY DAYS	DUTY HOURS	PAY RANGE MIN	PAY RANGE MAX	AVERAGE PAY
Midlothian	8,398	2	226		$94,392	$140,896	$115,569
Granbury	***7079***	***2***	***226***	***40***	***$100,868***	***$151,302***	***$121,283***
Cleburne	6,770	2	226	40	$96,019	$132,596	$121,886
Burleson	11,855	2	225	37.5	$81,900	$123,406	$140,000
White Settlement	6,640	1	226	40	$93,076	$133,937	$143,863
Crowley	15,251	2	226	40	$121,197	$167,371	$148,208
Weatherford	8,041	2	226	40	$110,758	$159,384	$156,383

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: August 1, 2017
For: Approval

TO: Dr. James Largent, Superintendent

FROM: Dobie Williams
DATE: July 27, 2017
RE: Proposed Tax Rates to be Published in the "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate".

SUMMARY:

As part of the budget and tax rate adoption process the District must hold a public meeting to accept public input before the adoption of the final budget and tax rates. Prior to this meeting the District must publish notice in a local newspaper at least 10 but not more than 30 days before the public meeting in strict accordance with Texas Education Code section 44.004.

Guidance from the Texas Association of School Boards (TASB) – Legal Services indicates that school boards should review available dates that comply with required "Notice" time frames. TASB also says the Texas Comptroller's Truth-in-Taxation Website indicates that the proposed tax rates that will be published in the "Notice" should be adopted by the school board as an action item at a board meeting. Lastly, TASB – Legal Services indicates that although Board action on the proposed tax rates to be published in the "Notice" is not required by statute, it is recommended as best practice.

August 21, 2017 is the scheduled board meeting date to adopt the budget and tax rates. In accordance with Texas Education Code 44.004, August 9, 2017 is the proposed date to publish the "Notice" in the local newspaper. The proposed tax rates to be published in the "Notice" are as follows:

	Proposed for 2017-18		Last Year's Rate
M&O Tax Rate:	$1.04	per $100 of valuation	$1.04
I&S Tax Rate:	0.17	per $100 of valuation	0.21
Total Tax Rate:	$1.21	per $100 of valuation	$1.25

Based on certified property value estimates received from the Central Appraisal District as well as budgetary needs for the 2017-18 school year, the proposed M&O tax rate of $1.04 will generate sufficient M&O revenues to support the M&O budget. The proposed M&O tax rate of $1.04 is the same as it has been for the last several years.

Certified property values will also be sufficient to generate I&S revenues adequate to support the I&S budget while allowing the I&S tax rate to be decreased in the process. The proposed Debt Service (I&S) tax rate of $0.17 is four (4) cents lower than last year's I&S rate.

We can adopt a lower rate than what is published in the Notice, but we cannot adopt a higher rate than what is published.

RECOMMENDATION:

It is recommended that the proposed tax rates of $1.04 M&O and $0.17 I&S be approved for publication on August 9, 2017 in the local newspaper in accordance with Texas Education Code 44.004.

Respectfully submitted,



Dobie Williams
Assistant Superintendent for Finance and Operations

Staff Person Responsible:	Dobie Williams Dr. James Largent
Date Submitted:	July 27, 2017