

2022-2023 A W Brown Leadership Salary Scale - Page 1 of 14

2022-2023 A W Brown Leadership Salary Scale

District Administration

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	SUPERINTENDENT (CERTIFIED)	227	Exempt/Salary	140,000.00	616.74	170,000.00	748.90	200,000.00	881.06
P2	SUPERINTENDENT (NON-CERTIFIED)	227	Exempt/Salary	120,000.00	528.63	150,000.00	660.79	180,000.00	792.95
P3	EXECUTIVE DIRECTOR OF TEACHING AND LEARNING	227	Exempt/Salary	90,000.00	396.48	110,000.00	484.58	130,000.00	572.69
	CHIEF OPERATIONS OFFICER	227	Exempt/Salary	90,000.00	396.48	110,000.00	484.58	130,000.00	572.69
P4	DIRECTOR	227	Exempt/Salary	80,000.00	352.42	90,000.00	396.48	100,000.00	440.53
	DIRECTOR OF SPECIAL EDUCATION	227	Exempt/Salary	80,000.00	352.42	90,000.00	396.48	100,000.00	440.53
P5	ASSISTANT DIRECTOR	227	Exempt/Salary	70,000.00	308.37	82,500.00	363.44	95,000.00	418.50
	DISTRICT MANAGER	185	Exempt/Salary	57,048.45	308.37	67,236.40	363.44	77,422.50	418.50
P6	COORDINATOR (DISTRICT)	227	Exempt/Salary	68,000.00	299.56	78,000.00	343.61	88,000.00	387.67
	INSTRUCTIONAL COORDINATOR (CERTIFIED)	227	Exempt/Salary	68,000.00	299.56	78,000.00	343.61	88,000.00	387.67
	PRE-K-2 COORDINATOR (DISTRICT)	227	Exempt/Salary	68,000.00	299.56	78,000.00	343.61	88,000.00	387.67
	DATA FELLOW (TEA DEFINED)	227	Exempt/Salary	68,000.00	299.56	78,000.00	343.61	88,000.00	387.67
	DISTRICT COMPLIANCE SPECIALIST	227	Exempt/Salary	68,000.00	299.56	78,000.00	343.61	88,000.00	387.67
	STAFF DEVELOPMENT COORDINATOR (DISTRICT)	204	Exempt/Salary	61,110.24	299.56	70,096.44	343.61	79,084.68	387.67
	RESPONSE TO INTERVENTION / 504 COORDINATOR	195	Exempt/Salary	58,414.20	299.56	67,003.95	343.61	75,595.65	387.67

* Number of days and salary based on current 2021-2022 employee positions. Actual 2022-2023 salaries are based on the approved daily rate amount for the position multiplied by number of days served for a specific position. Number of days for a position are based on the needs of the district at the time a position is offered and the number of employment days remaining for the school year.

2022-2023 A W Brown Leadership Salary Scale - Page 2 of 14

P7	PEIMS COORDINATOR	227	Exempt/Salary	57,000.00	251.10	65,500.00	288.55	74,000.00	325.99
	INSTRUCTIONAL AND RESTORATIVE COORDINATOR (DISTRICT)	227	Exempt/Salary	57,000.00	251.10	65,500.00	288.55	74,000.00	325.99
	ESL COORDINATOR (DISTRICT)	227	Exempt/Salary	57,000.00	251.10	65,500.00	288.55	74,000.00	325.99

Child Nutrition

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	FOOD & NUTRITION COORDINATOR (DISTRICT)	199	Exempt/Salary	40,000.00	201.01	52,500.00	263.82	65,000.00	326.63

P2	FOOD & NUTRITION MANAGER (CAMPUS)	199	Exempt/Salary	30,000.00	150.75	38,001.04	190.96	46,000.00	231.16
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		DAYS*	STATUS	LOW ANNUAL	LOW HRLY	MID ANNUAL	MID HRLY	HIGH ANNUAL	HIGH HRLY
P3	CASHIER / FOOD SERVICES	185	Non-Exempt/Hourly (Annualized)	24,000.00	16.22	32,000.00	21.62	40,000.00	21.62

2022-2023 A W Brown Leadership Salary Scale - Page 4 of 14

Business Office

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	EXECUTIVE DIRECTOR OF SCHOOL FINANCE	227	Exempt/Salary	90,000.00	396.48	110,000.00	484.58	130,000.00	572.69
P2	PROCUREMENT MANAGER	227	Exempt/Salary	73,500.00	323.79	81,750.00	360.13	90,000.00	396.48
P3	PAYROLL ASSISTANT	227	Exempt/Salary	37,500.00	165.20	56,250.00	247.80	75,000.00	330.40
		DAYS*	STATUS	LOW ANNUAL	LOW HRLY	MID ANNUAL	MID HRLY	HIGH ANNUAL	HIGH HRLY
P4	FINANCE ASSISTANT	227	Non-Exempt/Hourly (Annualized)	37,500.00	20.65	43,750.00	24.09	50,000.00	27.53
	HUMAN RESOURCE ASSISTANT	227	Non-Exempt/Hourly (Annualized)	37,500.00	20.65	43,750.00	24.09	50,000.00	27.53
P5	CLERK ASSISTANT	227	Non-Exempt/Hourly (Annualized)	24,000.00	13.22	32,000.00	17.62	40,000.00	22.03

Technology

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	DIRECTOR OF TECHNOLOGY	227	Exempt/Salary	70,000.00	308.37	81,000.00	356.83	92,000.00	405.29

		DAYS*	STATUS	LOW ANNUAL	LOW HRLY	MID ANNUAL	MID HRLY	HIGH ANNUAL	HIGH HRLY
P2	IT / TECHNOLOGY SUPPORT	227	Non-Exempt/Hourly (Annualized)	47,000.00	25.88	52,500.00	28.91	58,000.00	31.94

Health and Mental Support

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY (LSSP)	195	Exempt/Salary	58,794.45	301.51	68,593.20	351.76	78,391.95	402.01
	REGISTERED NURSE (RN)	199	Exempt/Salary	60,000.00	301.51	70,000.00	351.76	80,000.00	402.01

P2	COUNSELOR	195	Exempt/Salary	57,000.00	292.31	65,500.00	335.90	74,000.00	379.49
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P3	LICENSED VOCATIONAL NURSE (LVN)	195	Exempt/Salary	34,000.00	174.36	44,000.00	225.64	54,000.00	276.92
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		DAYS*	STATUS	LOW ANNUAL	LOW HRLY	MID ANNUAL	MID HRLY	HIGH ANNUAL	HIGH HRLY
P4	CLINIC ASSISTANT	195	Non-Exempt/Hourly (Annualized)	24,000.00	15.38	32,000.00	20.51	40,000.00	20.51

2022-2023 A W Brown Leadership Salary Scale - Page 7 of 14

Campus Administration

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	PRINCIPAL (CERTIFIED)	227	Exempt/Salary	80,000.00	352.42	87,500.00	385.46	95,000.00	418.50
P2	ASSISTANT PRINCIPAL (CERTIFIED)	199	Exempt/Salary	70,000.00	351.76	77,500.00	389.45	85,000.00	427.14
	DEAN OF STUDENTS	199	Exempt/Salary	70,000.00	351.76	77,500.00	389.45	85,000.00	427.14
	DEAN OF INSTRUCTION	195	Exempt/Salary	70,000.00	358.97	77,500.00	397.44	85,000.00	435.90
P3	PRINCIPAL (NON-CERTIFIED)	227	Exempt/Salary	60,000.00	264.32	67,500.00	297.36	75,000.00	330.40
P4	ASSISTANT PRINCIPAL (NON-CERTIFIED)	199	Exempt/Salary	55,000.00	276.38	60,000.00	301.51	65,000.00	326.63
	PROGRAM MANAGER OF ACCELERATED LEARNING ACADEMY (A.L.A.)	199	Exempt/Salary	55,000.00	276.38	63,750.00	320.35	72,500.00	364.32
P5	INSTRUCTIONAL COACH (CERTIFIED)	195	Exempt/Salary	57,000.00	292.31	65,500.00	335.90	74,000.00	379.49
P6	DYSLEXIA COORDINATOR (CERTIFIED)	185	Exempt/Salary	57,000.00	308.11	65,500.00	354.05	74,000.00	400.00
P7	SITE COORDINATOR OF ACCELERATED LEARNING ACADEMY (A.L.A.)	185	Exempt/Salary	42,000.00	227.03	48,250.00	260.81	54,500.00	294.59
	PARENT LIAISON	185	Exempt/Salary	42,000.00	227.03	48,250.00	260.81	54,500.00	294.59
	COMMUNITY OUTREACH COORDINATOR	185	Exempt/Salary	42,000.00	227.03	48,250.00	260.81	54,500.00	294.59

Teacher, Instructors, Aides, and Student Support

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	TEACHER - SPECIAL EDUCATION (CERTIFIED)	185	Exempt/Salary	57,000.00	301.11	66,250.00	358.11	75,500.00	408.11

P2	INSTRUCTIONAL INTERVENTIONIST	185	Exempt/Salary	55,000.00	297.30	64,250.00	347.30	73,500.00	397.30
	TEACHER (CERTIFIED)	185	Exempt/Salary	55,000.00	297.30	64,250.00	347.30	73,500.00	397.30
	TESTING COORDINATOR	195	Exempt/Salary	57,973.50	297.30	67,723.50	347.30	77,473.50	397.30

P3	TEACHER (NON-CERTIFIED)	185	Exempt/Salary	40,000.00	216.22	46,250.00	250.00	52,500.00	283.78
	CAMPUS SUPPORT	185	Exempt/Salary	40,000.00	216.22	46,250.00	250.00	52,500.00	283.78

P4	INSTRUCTOR (NON-DEGREED)	185	Exempt/Salary	24,000.00	129.73	29,000.00	156.76	34,000.00	183.78
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		DAYS*	STATUS	LOW ANNUAL	LOW HRLY	MID ANNUAL	MID HRLY	HIGH ANNUAL	HIGH HRLY
P5	DISTRICT TESTING ASSOCIATE	195	Non-Exempt/Hourly	40,000.00	25.64	46,250.00	29.65	52,500.00	29.65

P6	ADMINISTRATIVE ASSISTANT	185	Non-Exempt/Hourly (Annualized)	37,500.00	25.34	41,250.00	27.87	45,000.00	27.87
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P7	TEACHER ASSISTANT (CERTIFIED)	185	Non-Exempt/Hourly (Annualized)	23,000.00	15.54	26,125.00	17.65	29,250.00	17.65
	CERTIFIED PARAPROFESSIONAL	185	Non-Exempt/Hourly (Annualized)	23,000.00	15.54	26,125.00	17.65	29,250.00	17.65

P8	TEACHER ASSISTANT (NON-CERTIFIED)	185	Non-Exempt/Hourly (Annualized)	21,000.00	14.19	24,125.00	16.30	27,250.00	16.30
	NON-CERTIFIED PARAPROFESSIONALS	185	Non-Exempt/Hourly (Annualized)	21,000.00	14.19	24,125.00	16.30	27,250.00	16.30

Special Education

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	SPEECH PATHOLOGIST	199	Exempt/Salary	60,000.00	301.51	70,000.00	351.76	80,000.00	402.01
	EDUCATIONAL DIAGNOSTICIAN	199	Exempt/Salary	60,000.00	301.51	70,000.00	351.76	80,000.00	402.01
P2	PRESCHOOL PROGRAM FOR CHILDREN WITH DISABILITIES (PPCD)	185	Exempt/Salary	60,000.00	324.32	70,000.00	378.38	80,000.00	432.43
	SECURITY MONITOR	185	Exempt/Salary	60,000.00	324.32	70,000.00	378.38	80,000.00	432.43
P3	SPECIAL EDUCATION - RTI/504 INT. INCLUSION	185	Exempt/Salary	40,000.00	216.22	46,250.00	250.00	52,500.00	283.78

Administrative Support

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	EXECUTIVE ASSISTANT TO SUPERINTENDENT	227	Exempt/Salary	55,000.00	242.29	60,000.00	264.32	65,000.00	286.34

P2	OFFICE MANAGER	199	Exempt/Salary	40,000.00	201.01	49,000.00	246.23	58,000.00	291.46
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		DAYS*	STATUS	LOW ANNUAL	LOW HRLY	MID ANNUAL	MID HRLY	HIGH ANNUAL	HIGH HRLY
P3	REGISTRAR	185	Non-Exempt/Hourly (Annualized)	24,000.00	16.22	32,000.00	21.62	40,000.00	21.62
	RECEPTIONIST	185	Non-Exempt/Hourly (Annualized)	24,000.00	16.22	32,000.00	21.62	40,000.00	21.62

Transportation

		DAYS*	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	TRANSPORTATION & SECURITY COORDINATOR	227	Exempt/Salary	57,000.00	251.10	65,500.00	288.55	74,000.00	325.99

P2	TRANSPORTATION & FACILITIES ASSISTANT	185	Exempt/Salary	55,000.00	297.30	60,000.00	324.32	65,000.00	351.35
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		DAYS*	STATUS	LOW ANNUAL	LOW HRLY	MID ANNUAL	MID HRLY	HIGH ANNUAL	HIGH HRLY
P3	BUS DRIVER	185	Non-Exempt/Hourly	24,000.00	16.22	32,000.00	21.62	40,000.00	21.62

Facilities

		DAYS	STATUS	LOW ANNUAL	LOW DAILY	MID ANNUAL	MID DAILY	HIGH ANNUAL	HIGH DAILY
P1	FACILITIES & MAINTENANCE COORDINATOR	227	Exempt/Salary	57,000.00	251.10	65,500.00	288.55	74,000.00	325.99

P2	LEAD CUSTODIAN	227	Exempt/Salary	24,000.00	105.73	29,000.00	127.75	34,000.00	149.78
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		DAYS	STATUS	LOW HRLY	MID HRLY	HIGH HRLY
P3	CUSTODIAN	250	Non-Exempt/Hourly	12.00	14.50	17.00

P4	MAINTENANCE	250	Non-Exempt/Hourly	15.00	17.00	19.00
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Substitutes

		DAYS		RATE
P1	SUBSTITUTE - TEACHER (CERTIFIED)	185	Non-Exempt/Daily	125.00

P2	SUBSTITUTE - TEACHER (NON-CERTIFIED / DEGREED)	185	Non-Exempt/Daily	100.00
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P3	SUBSTITUTE - TEACHER (NON-DEGREED)	185	Non-Exempt/Daily	80.00
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P4	SUBSTITUTE - TEACHER ASSISTANT	185	Non-Exempt/Hourly	7.50
	SUBSTITUTE - OFFICE WORKER	185	Non-Exempt/Hourly	7.50
	SUBSTITUTE - MAINTENANCE	185	Non-Exempt/Hourly	7.50
	SUBSTITUTE - CUSTODIAN	185	Non-Exempt/Hourly	7.50
	SUBSTITUTE - CAFETERIA WORKER	185	Non-Exempt/Hourly	7.50

		DAYS		LOW DAILY	MID DAILY	HIGH DAILY
P5	PERMANENT SUBSTITUTE (NON-DEGREED)	185	Non-Exempt/Daily	162.22	195.95	229.73
	LONG TERM SUBSTITUTE (NON-DEGREED)	185	Non-Exempt/Daily	162.22	195.95	229.73

P6	PERMANENT SUBSTITUTE (DEGREED)	185	Non-Exempt/Daily	216.22	250.00	283.78
	LONG TERM SUBSTITUTE (DEGREED)	185	Non-Exempt/Daily	216.22	250.00	283.78

P7	PERMANENT SUBSTITUTE (CERTIFIED)	185	Non-Exempt/Daily	256.76	290.54	324.32
	LONG TERM SUBSTITUTE (CERTIFIED)	185	Non-Exempt/Daily	256.76	290.54	324.32

2022-2023 A W Brown Leadership Salary Scale - Page 14 of 14

Teacher Scale –Proposed Web Publication

Year	Teacher (Non-Certified)	Teacher (Certified)	Teacher (Master Degree)	Teacher (Doctorate)
0	\$40,000.00	\$55,000.00	\$57,000.00	\$57,500.00
1	\$40,500.00	\$55,500.00	\$57,500.00	\$58,000.00
2	\$41,000.00	\$56,000.00	\$58,000.00	\$58,500.00
3	\$41,500.00	\$56,500.00	\$58,500.00	\$59,000.00
4	\$42,000.00	\$57,000.00	\$59,000.00	\$59,500.00
5	\$42,500.00	\$57,500.00	\$59,500.00	\$60,000.00
6	\$43,000.00	\$58,000.00	\$60,000.00	\$60,500.00
7	\$43,500.00	\$58,500.00	\$60,500.00	\$61,000.00
8	\$44,000.00	\$59,000.00	\$61,000.00	\$61,500.00
9	\$44,500.00	\$59,500.00	\$61,500.00	\$62,000.00
10	\$45,000.00	\$60,000.00	\$62,000.00	\$62,500.00
11	\$45,500.00	\$60,500.00	\$62,500.00	\$63,000.00
12	\$46,000.00	\$61,000.00	\$63,000.00	\$63,500.00
13	\$46,500.00	\$61,500.00	\$63,500.00	\$64,000.00
14	\$47,000.00	\$62,000.00	\$64,000.00	\$64,500.00
15	\$47,500.00	\$62,500.00	\$64,500.00	\$65,000.00
16	\$48,000.00	\$63,000.00	\$65,000.00	\$65,500.00
17	\$48,500.00	\$63,500.00	\$65,500.00	\$66,000.00
18	\$49,000.00	\$64,000.00	\$66,000.00	\$66,500.00
19	\$49,500.00	\$64,500.00	\$66,500.00	\$67,000.00
20	\$50,000.00	\$65,000.00	\$67,000.00	\$67,500.00
21	\$50,500.00	\$65,500.00	\$67,500.00	\$68,000.00
22	\$51,000.00	\$66,000.00	\$68,000.00	\$68,500.00
23	\$51,500.00	\$66,500.00	\$68,500.00	\$69,000.00
24	\$52,000.00	\$67,000.00	\$69,000.00	\$69,500.00
25	\$52,500.00	\$67,500.00	\$69,500.00	\$70,000.00
26-35	\$500.00 each additional year experience			