



**GRAPEVINE
COLLEYVILLE**
HUMAN RESOURCES

Compensation Plan
2020-2021

Grapevine-Colleyville ISD
2020-2021 New Hire Guide for
Teachers, Librarians, and Nurses (RN)

Years of Experience	New Hire Salary
0	\$54,000
1	\$54,300
2	\$54,600
3	\$54,900
4	\$55,646
5	\$56,296
6	\$56,746
7	\$57,396
8	\$57,696
9	\$57,996
10	\$58,296
11	\$58,596
12	\$58,896
13	\$59,196
14	\$59,496
15	\$59,796
16	\$60,096
17	\$60,396
18	\$60,696
19	\$60,996
20	\$61,296
21	\$61,596
22	\$61,896
23	\$62,196
24	\$62,496
25	\$62,796
26	\$63,096
27	\$63,596
28	\$64,976
29	\$66,178
30	\$68,678
31	\$69,617
32	\$70,267
33	\$70,367
34	\$70,467
35	\$71,925
36	\$72,862
37+	\$73,790

The salaries listed above are based on 10-month employment for the 2020-2021 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.

\$1,000 General Master's Degree Stipend

2020-2021 Professional Non-Teaching Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101			Daily	\$233.99	\$281.92	\$329.85
	Accountant	233	195 Days	45,628	54,974	64,321
	Asst Coordinator, Bond Construction	233	226 Days	52,882	63,714	74,546
	Asst Coordinator, Extended Care	233	233 Days	54,520	65,687	76,855
	Buyer	233	261 Days	61,071	73,581	86,091
	Communications Coordinator	233				
	Coordinator, Multimedia Communications	233				
	Culinary Trainer	226				
	Dietician	233				
	Librarian Central Processing	195				
	Maintenance Manager	261				
	Multimedia Specialist	233				
102			Daily	\$267.00	\$329.62	\$385.66
	Asst Director, Nutrition	233	117 Days	31,239	38,566	45,122
	Attendance Advocate	233	233 Days	62,211	76,801	89,859
	Coordinator, Bond Construction	233	246 Days	65,682	81,087	94,872
	Coordinator, Early Child Development Center	233				
	Coordinator, Extended Day Program	233				
	Coordinator, HR	233				
	Director, Communications	233				
	Director, Payroll/Benefits	233				
	Director, Risk Management	246				
	Instructional Materials/Data Integration Specialist	233				
	Security Systems Engineer	233				
	Tax Assessor Collector	117				
103			Daily	\$306.77	\$369.60	\$432.43
	Associate Principal, ES	220	187 Days	57,366	69,115	80,864
	Asst Principal, ES	210	190 Days	58,286	70,224	82,162
	Construction Project Manager	233	194 Days	59,513	71,702	83,891
	Coordinator, Special Ed	220	195 Days	59,820	72,072	84,324
	Counselor, Alternative Ed Program	208	202 Days	61,968	74,659	87,351
	Counselor, ES	194	208 Days	63,808	76,877	89,945
	Counselor, HS	208	210 Days	64,422	77,616	90,810
	Counselor, MS	202	220 Days	67,489	81,312	95,135
	Counselor, Student Advocacy	202	233 Days	71,477	86,117	100,756
	Counselor, iUniversity Prep	220				
	Diagnostician	195				
	Director, Facility Use	233				
	LSSP	195				
	Occupational Therapist	187				
	Speech Path, Intern	190				
	Speech Pathologist	190				
	Student Advocacy Specialist	202				
104			Daily	\$328.24	\$395.47	\$462.70
	Asst Principal, MS	210	187 Days	61,381	73,953	86,525
	Athletic Trainer	187	202 Days	66,304	79,885	93,465
	Band Director, HS	220	210 Days	68,930	83,049	97,167
	Coordinator, Assessment	233	220 Days	72,213	87,003	101,794
	Coordinator, CATE	220	233 Days	76,480	92,145	107,809
	Coordinator, Instructional Tech	233				
	Coordinator, Intervention Services	233				
	Natatorium Coord/Head Coach	220				
	Stadium Manager/Athletic Trainer	202				
105			Daily	\$351.21	\$423.15	\$495.09
	Academic Dean	220	210 Days	73,754	88,862	103,969
	Associate Principal, HS	210, 220	220 Days	77,266	93,093	108,920

Asst Principal, HS	210, 220
Director, Advanced Academics	233
Asst Director, Athletics/Activities	233
Director, Health Services	210
Director, Humanities	233
Director, Math	233
Director, Purchasing	233
Director, Science & Technology	233
Director, Special Education	233
Director, Student Services	233
Director, Technology Support	233
Director, World Languages	233
Secondary Bilingual Administration	210

233	Days	81,832	98,594	115,356
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Director, Counseling	233
Director, Early Childhood	233
Director, Nutrition Services	233
Director, Transportation	233
Head Football Coach/Coordinator	233
Principal, Alternative Program	220
Principal, ES	220
Principal, HS iUniversity Prep	233

Daily	\$393.36	\$473.93	\$554.50	
220	Days	86,539	104,265	121,990
233	Days	91,653	110,426	129,199

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Director, Career & Tech Ed	233
Director, Data Systems	233
Director, Collegiate Academy	233
Director, Emergency Management	233
Director, Facility Services	246
Director, Fine Arts	233
Director, HR	233
Principal, MS	220
Senior Systems Engineer	233

Daily	\$428.76	\$516.58	\$604.40	
220	Days	94,327	113,648	132,968
233	Days	99,901	120,363	140,825
246	Days	105,475	127,079	148,682

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Director, Accountability/Continuous Improvement	233
Director, Finance	233
Exec Director, Athletics	233
Exec Director, Communication	233
Exec Director, Learning	233
Exec Director, Special Services	233
Executive Director, Technology	233
Exec Director, Virtual Services	233
Principal, HS	233
Senior Program Construction Manager	246

Daily	\$484.50	\$583.74	\$682.98	
233	Days	112,889	136,011	159,134
246	Days	119,187	143,600	168,013

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Exec Director, HR	233
Exec Director, Instructional Leadership	233

Daily	\$581.41	\$700.49	\$819.57	
233	Days	135,469	163,214	190,960

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Chief Financial Officer	233
Chief Operations Officer	233
Chief Technology Officer	233
Deputy Superintendent	233

Daily	\$627.92	\$756.53	\$885.14	
233	Days	146,305	176,271	206,238

2020-2021 Instructional Support Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Hourly	\$12.00	\$13.79	\$15.58
	Caregiver Extend Day Program, Asst	195				
	Kidzu Site Aide	192				
202			Hourly	\$12.25	\$14.41	\$16.57
203			Hourly	\$13.00	\$15.56	\$18.12
	Bilingual Asst	187				
	Caregiver Extended Day Program, Lead	195				
	Coordinator, Kidzu Site	192				
	Coordinator, Kidzu Site Lead	192				
	Coordinator, Kidzu Site Year Around	261				
	Instructional Asst	187				
	Instructional Asst, Alt Program	187				
	Instructional Asst, Choir	187				
	Instructional Asst, ESL Inclusion	187				
	Instructional Asst, PE	187				
	Instructional Asst, Pre-K	187				
204			Hourly	\$13.90	\$16.65	\$19.40
	Health Aide	187				
	Library Asst	187				
	Special Ed Asst	187				
	Special Ed Asst, Behavior	187				
	Special Ed Asst, PPCD	187				
205			Hourly	\$15.30	\$18.32	\$21.34
	Caregiver Extend Day Program, Senior Lead	233				
	Instructional Asst, ISS	187				
	Special Ed Asst/Coach	187				

2020-2021 Technology Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Campus Technician	205,226	\$18.86	\$23.00	\$27.14
	Student Data Support Clerk	219			
2	Data Support Clerk	233	\$20.93	\$25.53	\$30.13
	Help Desk Technician	219			
	Online Learning Support Specialist	219			
	Technology Asset Inventory Specialist	219			
3	Application Support Specialist	233	\$26.38	\$32.17	\$37.96
	Skyward Student Support Specialist	233			
	Technical Support Specialist	219			
4	Network Support Specialist	233	\$257.20	\$313.66	\$370.12
	PEIMS Coordinator	233			
	Tech Data Cabling/AV Spec	233			
5	Business Systems Analyst	233	\$298.36	\$363.85	\$429.34
	Network Administrator	233			
	Student Systems Analyst	233			
	Systems Engineer - Data Center	233			
6	Systems Engineer	233	\$343.11	\$418.43	\$493.75
	Cyber Security Engineer	233			

2020-2021 Clerical Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
1	Campus Monitor HS	187	Hourly	\$12.00	\$14.46	\$16.92	
			187	Days	16,830	20,280	23,730
2	Campus Staff Asst	187, 192	Hourly	\$12.99	\$15.65	\$18.31	
	Office Asst	192	187	Days	18,218	21,949	25,680
	Parent Liaison Bilingual Program	192	189	Days	18,413	22,184	25,954
	Receptionist, HS	189	192	Days	18,706	22,536	26,366
	Swim Center, Asst Manager	252	252	Days	24,551	29,579	34,606
	Swim Center, Evening Supervisor	252					
	TECC Staff Asst	187					
3	Attendance Clerk Lead, HS	191	Hourly	\$14.29	\$17.22	\$20.15	
	Attendance Clerk, HS	187	187	Days	20,042	24,151	28,260
	Attendance Clerk, MS	187	191	Days	20,470	24,668	28,865
	Receptionist Administration	233	233	Days	24,972	30,092	35,212
4	Admin Asst, Coordinator Ext Care	233	Hourly	\$15.43	\$18.60	\$21.77	
	Admin Asst, Nutrition Services	233	194	Days	22,451	27,063	31,675
	Counseling Clerk, HS	198	198	Days	22,914	27,621	32,328
	Registrar	202, 220	202	Days	23,376	28,179	32,982
	Secretary, AP HS	202	205	Days	23,724	28,598	33,471
	Secretary, Student Data ES	194	220	Days	25,460	30,690	35,921
	Secretary, Student Data HS	192, 205, 220	233	Days	26,964	32,504	38,043
	Secretary, Student Data MS	202					
5	Athletics Clerk	233	Hourly	\$16.68	\$20.09	\$23.50	
	Human Resources Clerk	233	219	Days	27,397	32,998	38,599
	Tax Office Clerk	219	233	Days	29,148	35,107	41,066
	Inventory/Textbook Clerk	233					
	Student Services Clerk	233					
6	Admin Asst, Alternative Campus	202	Hourly	\$18.00	\$21.70	\$25.40	
	Admin Asst, Dir Early Childhood, Student Serv	233	192	Days	25,920	31,248	36,576
	Admin Asst, Principal ES	202	202	Days	27,270	32,876	38,481
	Admin Asst, Principal HS iUniversity	233	233	Days	31,455	37,921	44,387
	Admin Asst, Principal MS	202					
	Alt Ed Support Specialist	202					
	College Transition Specialist	192					
	Purchasing Clerk	233					
7	Accounts Payable Clerk	233	Hourly	\$19.69	\$23.44	\$27.19	
	Admin Asst, Coord Special Services	233	202	Days	29,830	35,512	41,193
	Admin Asst, Dir Accountability	233	233	Days	34,408	40,961	47,515
	Admin Asst, Dir Advance Academics	233	261	Days	38,543	45,884	53,224
	Admin Asst, Dir CATE	233					
	Admin Asst, Principal Collegiate Academy	233					
	Admin Asst, Dir Emerg Mgmt	233					
	Admin Asst, Dir Fine Arts	233					
	Admin Asst, Dir Humanities	233					
	Admin Asst, Dir Science/Math	233					
	Admin Asst, Principal HS	233					
	Assessment Center Support Specialist	233					

Assessment Support Specialist	233
Bilingual Assessment/Parent Support	233
Bookkeeper Bond	233
Bookkeeper, HS	233
Bookkeeper, Nutrition	233
Employee Benefits Clerk	233
Finance Clerk	233
Secretary, Facility Services	261
Special Ed Clerk	202
Special Ed Support Specialist	233
Translator/Community Liaison	233

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Admin Asst, Exec Dir Communication	233
Admin Asst, Exec Dir Curriculum & Instruction	233
Admin Asst, Exec Dir Instructional Leadership	233
Admin Asst, Exec Dir Special Ed	233
Admin Asst, Exec Director HR	233
Admin Asst/Bookkeeper Athletic	233
Operations Manager Virtual Services	233
Payroll Specialist	233
Programs Specialist	233

Hourly	\$21.65	\$25.78	\$29.91	
233	Days	37,833	45,051	52,268

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Admin Asst, CFO	233
Admin Asst, CLO	233
Admin Asst, COO	233
Admin Asst, CTO	233

Hourly	\$25.54	\$30.42	\$35.30	
233	Days	44,631	53,159	61,687

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Executive Asst, Superintendent	233
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Hourly	\$31.96	\$38.03	\$44.10	
233	Days	55,850	66,457	77,065

2020-2021 Auxiliary Pay Plan
 Grapevine-Colleyville ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
SWIM			Hourly	\$12.00	\$13.95	\$15.90
	Swim Center Instructor	261	25,056	29,128	33,199	
	Swim Center Lifeguard	261				
	Swim Water Aerobics Instructor	261				
1			Hourly	\$12.00	\$14.13	\$16.26
	Bus Monitor-Spec Ed	178	16,800	19,782	22,764	
	Custodian	261	17,088	20,121	23,154	
	Custodian, Night	261	25,056	29,503	33,951	
	Food Service Floater	178				
	Nutrition Specialist, ES	178				
	Nutrition Specialist, HS	174				
	Nutrition Specialist, MS	174				
	Substitute Custodial Service	261				
	Substitute Food Service	178				
	Bus Driver Trainee	178				
2			Hourly	\$12.58	\$15.15	\$17.72
	Cafeteria Asst Manager, HS	182	18,216	21,937	25,659	
	Cafeteria Asst Manager, MS	182	18,820	22,664	26,509	
	Cafeteria Manager, Alternative	187	26,267	31,633	36,999	
	Cafeteria Manager, Trainee	182				
	Custodian, Head ES	261				
	Custodian, Head MS	261				
	Grounds	261				
3			Hourly	\$14.22	\$17.14	\$20.06
	Custodian, Head HS	261	29,691	35,788	41,885	
	Distribution Shipping/Rec/Drive	261				
	Grounds II	261				
	Transportation Shop Asst	261				
4			Hourly	\$15.35	\$18.50	\$21.65
	Cafeteria Manager, ES	181	22,227	26,788	31,349	
5			Hourly	\$17.20	\$20.72	\$24.24
	Maintenance Eng I	261	35,914	43,263	50,613	
6			Hourly	\$18.22	\$21.96	\$25.70
	Cafeteria Manager, MS	181	26,383	31,798	37,214	
	Leasing & Distribution Clerk	261	38,043	45,852	53,662	
BD1			Hourly	\$17.92	\$21.58	\$25.24
	Bus Driver	178	25,518	30,730	35,942	
	Bus Driver, Field Trips	178				
	Bus Driver, Special Ed	178				
BD2			Hourly	\$19.03	\$22.23	\$25.43
	Bus Driver, Special Route	226	34,406	40,192	45,977	
	Trans Secretary/Dispatcher	226				
7			Hourly	\$20.72	\$24.01	\$27.30
	Cafeteria Manager, HS	181	30,003	34,766	39,530	
	Custodial, Lead	261	43,263	50,133	57,002	

Distribution Foreman	261
Grounds Foreman	261
Maintenance Eng II	261
Transportation Mechanic II	261

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Kitchen Technician	261
Maintenance Eng III	261

Hourly		\$21.92	\$26.41	\$30.90
226	Days	39,631	47,749	55,867
261	Days	45,769	55,144	64,519

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Fleet Maintenance Manager	261
Maintenance, Lead	261
Nutrition Services Field Supervisor	226
Nutrition Services Trainer	178
Safety Coordinator & Lead Trainer	226

Hourly		\$25.21	\$30.38	\$35.55
226	Days	45,580	54,927	64,274
261	Days	52,638	63,433	74,228

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Lead HVAC Engineer	261
Transportation Coordinator	226

Hourly		\$26.99	\$32.51	\$38.03
226	Days	48,798	58,778	68,758
252	Days	54,412	65,540	76,668

ACADEMIC STIPENDS	AMOUNT
Bilingual Administrator	\$4,000
Bilingual Teacher	\$4,000
Bilingual Translator	\$1,000
Campus Contact-SAS	\$1,000
Campus Chair - HS Counselors	\$1,500
Chemical Hygiene Officer HS	\$500
Chemical Hygiene Officer MS	\$250
Elementary Science Learning Leader	\$500
Learning Leader - Elementary	\$775
Learning Leader - Middle	\$1,500
Learning Leader - HS	\$2,000
Class Sponsor - HS (9-10)	\$1,000
Class Sponsor - HS (11-12)	\$1,000
Debate - HS	\$4,100
E-Sports	\$1,250
Elementary over 650 students	\$5,000
Extra Zero Hour Section	\$5,500
GT Compliance	\$3,500
Homeless Liaison	\$1,500
Lead Art Teacher	\$1,000
Lead Counselor	\$2,000
Lead Crisis Responder	\$500
Lead Diagnostician	\$3,000
Lead Gifted/Talented Teacher	\$1,000
Lead Librarian	\$2,000
Lead MS Foreign Language	\$500
Lead Music Teacher	\$1,000
Lead PE Teacher	\$1,500
Lead Psychologist	\$3,152
Lead Related Services	\$3,000
Lead Speech Pathologist	\$3,152
Lead Transition Specialist	\$3,000
Licensed Psychologist	\$3,000
LPAC Team Leader 0-50 students	\$500
LPAC Team Leader 50-125 students	\$750
LPAC Team Leader 125+ students	\$1,500
Math/Science - MS Sponsor	\$600
National Jr. Honor Society	\$450
National Honor Society	\$900

Newspaper - HS Sponsor	\$2,000
One Act Play, CA	\$1,000
Oral Interpretation Sponsor	\$1,500
PDI Behavior/Levels	\$500
PSAT Prep 1	\$4,000
PSAT Prep 2	\$2,000
Safe & Drug Free Schools	\$6,000
SAT Coordinator	\$800
Special Olympics	\$4,000
Student Council - MS	\$1,500
Student Council - HS	\$1,500
UIL Coach - HS - 1 Event	\$600
UIL Coach - HS - 2 Events	\$1,200
UIL Coach - HS - 3 Events	\$1,800
UIL Coach - HS - 4 Events	\$2,400
UIL Director - HS	\$1,500
UIL Sponsor - MS	\$800
Yearbook - HS Sponsor	\$2,000
Yearbook/Newspaper - MS	\$1,000
MISCELLANEOUS STIPENDS	AMOUNT
Before School Care	\$3,000
Registered TX School Business Admin.	\$1,500
Certified TX School Business Official	\$1,000
Certified TX School Business Specialist	\$500
Doctorate Degree	\$3,000
Internet for Virtual Instructors	\$300
Lead Applications Support	\$1,000
Lead Tech Support	\$1,000
Private Music Instructor Coordinator	\$2,250
Video Assistant	\$3,000
Website Liaison	\$2,000
PERFORMING ARTS STIPENDS	AMOUNT
Auditorium Manager - HS	\$2,000
Band - MS Director	\$9,500
Band - MS Assistant Director	\$8,000
Band - HS Assistant Director	\$9,500

Cheerleading - Freshman	\$2,000
Cheerleading - Junior Varsity	\$4,500
Cheerleading - MS	\$2,000
Cheerleading - Varsity	\$6,000
Choir - Elementary	\$400
Choir - MS Director	\$3,500
Choir - HS Assistant Director	\$4,000
Choir - HS Director	\$7,500
Dance - MS	\$1,250
Drama - MS	\$1,500
Drama - HS Assistant Director	\$3,000
Drama - HS Director	\$6,000
Drill Team - JV Sponsor	\$4,500
Drill Team - Varsity Sponsor	\$7,000
Elementary Honor Choir	\$3,500
Elementary Honor Choir	\$1,000
Spirit Wranglers/Pep Boys/Mascots	\$1,800
ATHLETIC STIPENDS	AMOUNT
Athletic Coordinator - CA	\$1,300
Athletic Coordinator - MS	\$1,500
Athletic Coordinator - HS	\$5,000
Baseball Assistant	\$4,500
Baseball Head	\$9,000
Basketball Assistant	\$5,000
Basketball Head	\$9,000
Coach - MS - 3 Sports	\$6,900
Cross Country Assistant	\$3,500
Cross Country Head	\$7,500
Dive Head	\$7,500
Football - Varsity Assistant Head	\$9,000
Football Assistant	\$6,200
Football Offensive Coordinator	\$9,000
Football Defensive Coordinator	\$9,000
Football Special Teams Coordinator	\$9,000
Football 9th Grade	\$4,750
Golf Assistant	\$4,000
Golf Head	\$9,000
Gymnastics Assistant	\$4,500
Gymnastics Head	\$8,000

MS Part-time (After School)	\$1,103
Soccer Assistant	\$4,000
Soccer Head	\$7,500
Softball Assistant	\$4,500
Softball Head	\$9,000
Swimming Assistant	\$3,500
Tennis Assistant	\$3,500
Tennis Head	\$9,000
Track Assistant	\$5,500
Track Head	\$7,500
Volleyball Assistant	\$5,000
Volleyball Head	\$9,000
Water Polo Assistant	\$3,500
Wrestling Assistant	\$3,500
Wrestling Head	\$7,500

Grapevine-Colleyville ISD
2020-2021 Substitute Pay Schedule

<u>Days</u>	<u>Daily Rate</u>
60+College hours	\$85.00
Certified Teachers	\$90.00
Long Term – on 31 st day of same assignment	\$154.00
Paraprofessional Substitute Pay	\$70.00