

2015–16 Proposed Administrative/Professional Pay Plan
Kingsville ISD

Pay Grade	Job Title	Minimum	Midpoint	Maximum	2.5% GPI	
1	Accounting Supervisor	Daily	\$155.42	\$194.28	\$233.13	\$4.86
	Data Processing Specialist	227 Days	35,280	44,100	52,921	1,103
	Public Relation Specialist					
2	504 Dislexia/Facilitator	Daily	\$196.33	\$240.90	\$285.47	\$6.02
	Director Of Custodial Svcs	193 Days	37,892	46,494	55,096	1,162
	Network Administrator	207 Days	40,640	49,866	59,092	1,247
	Parental Invol. Facilat.	227 Days	44,567	54,684	64,802	1,367
3	Assmt Training Coord	Daily	\$225.79	\$277.04	\$328.29	\$6.93
	Athletic Trainer	187 Days	42,223	51,806	61,390	1,295
	Counselor, ES	193 Days	43,577	53,469	63,360	1,337
	Counselor, MS	202 Days	45,610	55,962	66,315	1,399
	District Tech Specialist	207 Days	46,739	57,347	67,956	1,434
	Nurse-RN	212 Days	47,867	58,732	69,597	1,468
4		227 Days	51,254	62,888	74,522	1,572
	Assistant Principal, ES	Daily	\$248.36	\$304.74	\$361.12	\$7.62
	Assistant Principal, MS	194 Days	48,182	59,120	70,057	1,478
	Counselor, HS	199 Days	49,424	60,643	71,863	1,516
	Dean For Student Success	202 Days	50,169	61,557	72,946	1,539
	Diag/Speech Path	207 Days	51,411	63,081	74,752	1,577
	Diagnostician	212 Days	52,652	64,605	76,557	1,615
Dir. Of Federal Programs	227 Days	56,378	69,176	81,974	1,729	
Director Of Food Service						
Lead Nurse						
Math Coordinator						
T-Tips						
5	Assistant Principal, HS	Daily	\$273.20	\$335.21	\$397.22	\$8.38
	Dir Of Career & App Tech	202 Days	55,186	67,712	80,238	1,693
	Director Of Special Svcs	207 Days	56,552	69,388	82,225	1,735
	Principal, Alt HS	227 Days	62,016	76,093	90,169	1,902
Principal, ES						
6	Director Of Inst. Service	Daily	\$305.09	\$365.38	\$425.67	\$9.13
	Director Of Inst. Tech.	207 Days	63,154	75,634	88,114	1,891
	Director Of Special Ed	227 Days	69,255	82,941	96,627	2,074
Music Director						
Principal, Int						
Principal, MS						

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7	Athletic Director Director Of Finance/Hr	Dally	\$338.65	\$405.57	\$472.49	\$10.14
		227 Days	76,874	92,064	107,255	2,302
8	Principal - King HS	Dally	\$368.87	\$433.96	\$499.05	\$10.85
		227 Days	83,733	98,509	113,284	2,463
9	Assistant Superintendent	Dally	\$394.69	\$464.34	\$533.99	\$11.61
		227 Days	89,595	105,405	121,216	2,635

2015–16 Proposed Clerical Paraprofessional Pay Plan
Kingsville ISD

Pay Grade	Job Title	Minimum	Midpoint	Maximum	2.5% GPI	
01	Aide, Instructional	Hourly	\$9.58	\$11.75	\$13.92	\$0.29
		186 Days	14,255	17,484	20,713	432
02	Aide, Sp Ed Clerk, Migrant Receptionist, HS Title 1 Fmly Inv Liason	Hourly	\$10.15	\$12.46	\$14.77	\$0.31
		186 Days	15,103	18,540	21,978	461
		227 Days	18,432	22,627	26,822	563
03	Attendance Clerk - H.S. Attendance/Iss Clerk Clerks/M.S. & Inter Library Aide	Hourly	\$11.17	\$13.71	\$16.25	\$0.34
		186 Days	16,621	20,400	24,180	506
		189 Days	16,889	20,730	24,570	514
		193 Days	17,246	21,168	25,090	525
04	Receiving Clerk Secretary/Clerks, Sped Ed	Hourly	\$12.29	\$15.08	\$17.87	\$0.38
		212 Days	20,844	25,576	30,308	644
		227 Days	22,319	27,385	32,452	690
05	PEIMS Clerk, HS Secretary, ES Secretary, Food Service Coord Secretary, Int	Hourly	\$13.60	\$16.29	\$18.98	\$0.41
		196 Days	21,325	25,543	29,761	643
		198 Days	21,542	25,803	30,064	649
		202 Days	21,978	26,325	30,672	663
		227 Days	24,698	29,583	34,468	745
06	Bookkeeper - HS Clerk Finance Clerks Registrar, HS Secretary, Director of Finance/HR Secretary, MS	Hourly	\$14.69	\$17.59	\$20.49	\$0.44
		202 Days	23,739	28,425	33,112	711
		227 Days	26,677	31,943	37,210	799
07	Payroll/Benefits Clerk Secretary, Director Secretary, HS Principal	Hourly	\$15.87	\$19.00	\$22.14	\$0.48
		227 Days	28,820	34,504	40,206	872
08	LVN Secretary, Asst. Supt Technology Techn	Hourly	\$17.30	\$20.72	\$24.14	\$0.52
		186 Days	25,742	30,831	35,920	774
		227 Days	31,417	37,628	43,838	944
09	Secretary, Superintendent	Hourly	\$20.24	\$24.24	\$28.24	\$0.61
		227 Days	36,756	44,020	51,284	1,108

2015–16 Proposed Auxiliary Pay Plan
Kingsville ISD

Pay Grade	Curr PG	Job Title	Minimum	Midpoint	Maximum	2.5% GPI	
01			Hourly	\$7.68	\$9.25	\$10.82	\$0.23
	01	Bus Aide	182 Days	11,182	13,468	15,754	335
02			Hourly	\$8.57	\$10.45	\$12.33	\$0.26
	02	Cafeteria Cook	184 Days	12,615	15,382	18,150	383
	02	Cafeteria Specialist	243 Days	16,660	20,315	23,970	505
	02	Custodian					
03			Hourly	\$9.77	\$11.91	\$14.05	\$0.30
	03	Delivery/Mail	186 Days	14,538	17,722	20,906	446
	04	Food Service Manager, ES	189 Days	14,772	18,008	21,244	454
	03	Food Service Manager, Int	192 Days	15,007	18,294	21,581	461
	03	Lead Custodian	243 Days	18,993	23,153	27,313	583
	03	Mechanic Helper					
	03	Warehouse Driver					
04			Hourly	\$10.94	\$13.34	\$15.74	\$0.33
	04	Food Service Manager, MS	182 Days	15,929	19,423	22,917	480
	04	Groundskeeper	192 Days	16,804	20,490	24,177	507
	03	Lead Custodian-Large	243 Days	21,267	25,933	30,599	642
	04	Security					
04B			Hourly	\$12.15	\$14.54	\$16.93	\$0.36
	04B	Bus Drivers	182 Days	17,690	21,170	24,650	524
05			Hourly	\$12.76	\$15.56	\$18.36	\$0.39
	05	Food Service Manager, HS	192 Days	19,599	23,900	28,201	599
	05	Groundskeeper, Lead	243 Days	24,805	30,249	35,692	758
	05	Plumber Helper					
06			Hourly	\$13.77	\$16.49	\$19.21	\$0.41
	06	Asst. Carpenter	243 Days	26,769	32,057	37,344	797
	06	General Maintenance Worker					
07			Hourly	\$14.87	\$17.81	\$20.75	\$0.45
	07	Plumber	243 Days	28,907	34,623	40,338	875
08			Hourly	\$16.36	\$19.59	\$22.82	\$0.49
	08	Energy/Preventative Maint. Mgmt.	243 Days	31,804	38,083	44,362	953
	08	Lead Carpenter					
	08	Lead HVAC					
	08	Lead Plumber					
09			Hourly	\$18.49	\$22.14	\$25.79	\$0.55
	09	Maintenance Foremen	227 Days	33,578	40,206	46,835	999
	09	Transportation Foremen	243 Days	35,945	43,040	50,136	1,069
10			Hourly	\$20.52	\$24.58	\$28.64	\$0.61
	10	Diesel Mechanic	227 Days	37,264	44,637	52,010	1,108
	10	Warehouse Manager	243 Days	39,891	47,784	55,676	1,186