

2011-12 Compensation Plan
Teacher Hiring Schedule
Liberty ISD
Gulf Coast Education Consortium
Liberty County Cooperative for Special Education

Completed Years of Professional Service	2011-12 Proposed Salary	2011-12 Daily Rate
0	38,800	207.49
1	39,349	210.42
2	39,649	212.03
3	39,949	213.63
4	40,249	215.24
5	40,859	218.50
6	41,059	219.57
7	41,359	221.17
8	41,559	222.24
9	41,759	223.31
10	41,959	224.38
11	42,159	225.45
12	42,359	226.52
13	42,559	227.59
14	42,759	228.66
15	43,259	231.33
16	43,859	234.54
17	44,659	238.82
18	45,369	242.62
19	46,229	247.22
20	47,169	252.24
21	48,069	257.06
22	48,909	261.55
23	49,699	265.77
24	50,459	269.84
25+	51,159	273.58

\$1,000 Stipend for Masters Degree
 2011-12 Increase Calculated Based on 2% of 2010-11 Step 13
 Calculation = \$41,921 *.02 = \$838.42

Avg Inc.	\$838
Mid Pt.	\$41,921
% Mid Pt.	2.00%

**2011-12 Compensation Plan
Clerical and Paraprofessional Employees**

Liberty ISD

2.50%

Gulf Coast Education Consortium

Liberty County Cooperative for Special Education

1% Adjustment to Salary Structure
Salary Increase = 2.5% of Midpoint

Pay Grade

1

- Aide, Instructional
- Aide, PE
- Aide, Special Ed
- Aide, Special Ed CM
- Aide, Special Ed Resource

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$8.14	\$10.18	\$12.22	\$0.25	
187 days	12,184	15,230	18,277		\$374.00

2

- Aide, Computer Lab
- Aide, ESL
- Aide, ISS
- Aide, Library
- Aide, Nurse
- Aide, Special Ed Lifeskills
- Clerk, Band
- Aide - Special Education - Coop

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$9.04	\$11.30	\$13.56	\$0.28	
187 days	13,526	16,908	20,289		\$418.88
195 days	14,105	17,631	21,157		\$436.80
197 days	14,249	17,812	21,374		\$441.28
207 days	14,973	18,716	22,459		\$463.68
226 days	16,347	20,434	24,521		\$506.24

3

- Clerk, Attendance Elementary
- Clerk, Attendance HS
- Clerk, Attendance MS
- Registrar HS/Counselor Secretary
- Secretary, Campus
- Secretary, Counselor MS
- Coop PEIMS Clerk
- Coop Records Clerk

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$10.04	\$12.54	\$15.05	\$0.31	
187 days	15,013	18,766	22,519		\$463.76
195 days	15,655	19,569	23,483		\$483.60
197 days	15,816	19,770	23,724		\$488.56
205 days	16,458	20,572	24,687		\$508.40
210 days	16,859	21,074	25,289		\$520.80
220 days	17,662	22,078	26,493		\$545.60
226 days	18,144	22,680	27,216		\$560.48

4

- Bookkeeper, HS
- Clerk, Curriculum
- LVN
- Secretary, Principal Elementary
- Secretary, Principal HS
- Secretary, Principal MS

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$11.43	\$14.29	\$17.15	\$0.36	
195 days	17,836	22,295	26,754		\$561.60
210 days	19,208	24,010	28,812		\$604.80
212 days	19,391	24,238	29,086		\$610.56
226 days	20,671	25,839	31,007		\$650.88

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- Clerk, Accounts Payable
- Clerk, Activity Funds
- Payroll/Benefits
- PEIMS Coordinator
- Secretary, Assistant Superintendent
- Secretary, Business Manager
- Secretary, Director Auxiliary
- Secretary, Director Curriculum
- Sr Bookkeeper

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$12.37	\$15.46	\$18.56	\$0.39	
187 days	18,506	23,133	27,759		\$583.44
207 days	20,486	25,607	30,728		\$645.84
226 days	22,366	27,957	33,549		\$705.12

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- Secretary, Superintendent

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$13.74	\$17.17	\$20.60	\$0.43	
226 days	24,835	31,043	37,252		\$777.44

2011-12 Compensation Plan
Auxiliary
Liberty ISD
Gulf Coast Education Consortium
Liberty County Cooperative for Special Education

2.50%

1% Adjustment to Salary Structure
Salary Increase = 2.5% of Midpoint

Pay Grade

1

Cafeteria Worker
Custodian

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$7.28	\$9.10	\$10.92	\$0.23	
183 days	10,658	13,323	15,987		\$336.72
188 days	10,949	13,687	16,424		\$345.92
235 days	13,687	17,108	20,530		\$432.40

2

Bus Monitor
Cashier
Cook
Delivery Driver
Groundskeeper

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$8.32	\$10.40	\$12.48	\$0.26	
177 days	11,785	14,731	17,677		\$368.16
183 days	12,184	15,230	18,276		\$380.64
235 days	15,646	19,558	23,469		\$488.80

3

Asst Cafeteria Manager, HS
Bus Service Technician
Computer Technology Assistant
Custodian Supervisor
Head Custodian
General Maintenance

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$9.36	\$11.71	\$14.05	\$0.29	
179 days	13,410	16,763	20,115		\$415.28
183 days	13,710	17,137	20,565		\$424.56
188 days	14,085	17,606	21,127		\$436.16
226 days	16,931	21,164	25,397		\$524.32
235 days	17,606	22,007	26,409		\$545.20

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Cafeteria Manager, Elementary
Cafeteria Manager, HS
Cafeteria Manager, MS
Custodian Supervisor

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$11.12	\$13.90	\$16.68	\$0.35	
188 days	16,722	20,902	25,082		\$526.40
235 days	20,902	26,127	31,353		\$658.00

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Bus Driver

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$13.23	\$16.53	\$19.84	\$0.41	
180 days	19,047	23,809	28,570		\$590.40
226 days	23,914	29,893	35,872		\$741.28
235 days	24,867	31,083	37,300		\$770.80

6

Maintenance Supervisor
Mechanic Supervisor
Deaf Ed Interpreter

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$15.58	\$19.67	\$23.38	\$0.49	
187 days	23,314	29,434	34,979		\$733.04
235 days	29,298	36,989	43,957		\$921.20

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Maintenance Supervisor/Energy Mgr

	Minimum	Midpoint	Maximum	Hourly Increase	Annual Increase
Hourly	\$18.54	\$23.42	\$27.83	\$0.59	
235 days	34,862	44,033	52,312		\$1,109.20

**2011-12 Compensation Plan
Administrative/Professional**

Liberty ISD

2.00%

Gulf Coast Education Consortium

Liberty County Cooperative for Special Education

1% Adjustment to Salary Structure
Salary Increase = 2.0% of Midpoint

Pay Grade

1

Computer Technician (Non Exempt)

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$164.98	\$206.22	\$247.47	\$4.12	
226 days	37,285	46,606	55,927		\$931.12

2

Staff Accountant
Curriculum Facilitator
Director, Career & Technology

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$197.98	\$247.47	\$296.96	\$4.95	
187 days	37,022	46,277	55,532		\$925.65
207 days	40,981	51,226	61,472		\$1,024.65
226 days	44,743	55,928	67,114		\$1,118.70

3

Counselors

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$222.96	\$278.70	\$334.44	\$5.57	
190 days	42,362	52,953	63,543		\$1,058.30
197 days	43,923	54,904	65,885		\$1,097.29
202 days	45,038	56,297	67,557		\$1,125.14
207 days	46,153	57,691	69,229		\$1,152.99
212 days	47,267	59,084	70,901		\$1,180.84

4

Assistant Principal, Elementary
Federal Programs Director
Assistant Principal, Middle School
Director, Auxiliary Svcs
Director, Music
Director, Technology
LSSP
Diagnosticians
Licensed Speech Pathologist

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$237.57	\$296.96	\$356.35	\$5.94	
187 days	44,425	55,532	66,638		\$1,110.78
200 days	47,514	59,392	71,270		\$1,188.00
207 days	49,177	61,471	73,765		\$1,229.58
220 days	52,265	65,331	78,397		\$1,306.80
226 days	53,690	67,113	80,536		\$1,342.44

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Assistant Principal, High School
Principal, Elementary

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$251.83	\$314.79	\$377.74	\$6.30	
207 days	52,129	65,161	78,193		\$1,304.10
212 days	53,388	66,735	80,082		\$1,335.60

6

Business Coordinator
Director, Athletics
Director, Curriculum
Principal, Middle School
Director, Special Education

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$266.93	\$333.66	\$400.40	\$6.67	
207 days	55,255	69,068	82,882		\$1,380.69
226 days	60,326	75,408	90,490		\$1,507.42

7

Principal, High School

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$282.95	\$353.68	\$424.42	\$7.07	
226 days	63,946	79,932	95,919		\$1,597.82

8

Assistant Superintendent

	Minimum	Midpoint	Maximum	Daily	Annual Increase
Daily	\$299.93	\$374.91	\$449.89	\$7.50	
226 days	67,784	84,730	101,676		\$1,695.00