



Resource Allocation Handbook 2007-2008

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Superintendent of Schools**

Creating a College-Bound Culture

Adopted

HOUSTON INDEPENDENT SCHOOL DISTRICT

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RESOURCE ALLOCATION FORMULA OVERVIEW

PER UNIT ALLOCATION

- The per unit allocation for 2007-2008 are:
 - Elementary school \$3,071
 - Middle school \$3,096
 - High school \$3,085

GRADE-LEVEL UNITS

- Early-childhood Special Education and Pre-K units are weighted at 0.5 FTE.
- Grade-level units are calculated based on a 100 percent ADA.

SPECIAL POPULATION UNITS

- State compensatory-education (SCE) units are determined by 50 percent economically disadvantaged students and 50 percent at-risk students. The SCE weight is .15.
- The number of Special Education students identified and served determines the Special Education units. The weight is 0.15.
- The number of Gifted and Talented students identified and served determines the G/T units. The weight is 0.12.
- The number of CATE full-time equivalents generated determines the Career and Technology Education (CATE) units by high schools. The CATE weight is 0.35.
- The number of Bilingual/ESL students identified and served determines the Bilingual/ELL units. The weight is 0.10.
- Mobility units are determined by the mobility rate of each school as defined by PEIMS. Qualifying schools are those that have a mobility rate of 40 percent or more. The mobility weight is 0.10.

CAPITAL ALLOCATION

- Allocation for capital outlay is \$10 per enrolled student.

SMALL SCHOOL SUBSIDY

- The per unit allocation for Small School Subsidy is \$1,116.

The small school subsidy distribution is calculated based on a school's enrollment as compared to the threshold enrollment by grade level, as recommended by the committee.

Formula:

(Threshold enrollment - school enrollment) x Per Unit Allocation for small school (\$1,116) = Small School Subsidy Allocation (capped at the lower of 20% of Base Allocation or \$300,000)

The threshold enrollment levels are as follow:

Elementary school -	500
Middle School -	750
High School -	1,000

Special rules to Small School Subsidy Allocation:

To establish equity in the small school subsidy allocation process, certain rules had to be adopted to eliminate all anomalies within a school's characteristic and organization structure. These rules safeguard against double dipping and over distribution of funds.

- Small School Subsidy Allocation is capped at the lower of 20% of Base Allocation or \$300,000
- A program established within a school incurs no additional overhead costs, is not eligible for small school subsidy.
- Early Childhood programs receive supplemental assistance from Special Revenues Fund are not eligible for small school subsidy.
- Combo schools get a subsidy based on a combined enrollment of the schools across grade level, with the threshold measurement against the higher grade level.
- Clustering schools get a subsidy based on a combined enrollment of the all the schools within its cluster with the threshold measurement of its own grade level.
- Specialty High Schools, due to its non-traditional characteristic and/or atypical size get a subsidy based the threshold measurement at the Elementary School level.

OTHER ALLOCATIONS

- Title I - allocated on the number of economically disadvantaged students for schools whose students qualifying for free and reduced-price lunch is 35 percent or more.
- Title III - allocated on a per-student basis.

(Title allocations are subject to change upon notification by them Department of Education of final funding numbers)

- Magnet allocations are school-specific.
- Special Education allocations are school-specific.

OTHER SCHOOL-BASED BUDGETING AND PLANNING REQUIREMENTS

- School staffing configurations will be determined at the school level, within the weighted pupil allocation, and with no restriction on teacher/student ratio, except those required by state law.
- Schools are allowed to carry surpluses subject to approval by the Chief School Administrator.
- Schools are required to carry over prior deficits as an offset to the current year's allocation.
- All special revenue (SR1) programs will be assessed based on actual salaries and benefits.

REGIONAL OFFICE ALLOCATION

- Regional Office allocations will be determined and approved by the Chief School Administrator.

DECENTRALIZED FUND ALLOCATION

- The resources previously decentralized include:
 - FY'01-Waiver aides, associate teachers, relief custodians, field trips, and utilities
 - FY'02-Special Education, substitutes (aides, librarian, nurses and counselors, etc), and pending others
 - FY'03-Fine Arts, Multilingual Assessment Center, FUND 143 (miscellaneous contracts services and repair)
 - FY'04-Media Center, printing services, Advanced Academics, Athletics, graduation programs, Reading Department, Professional Development, and District Office Programs
 - FY'05 – Abolish Small School Subsidy and recycle savings into the main pool
 - FY'07 – Reinstated Small School Subsidy

CENTRALIZED PROGRAMS

- FY'06-Custodial Services

INTRODUCTION TO THE DECENTRALIZATION PROCESS

HISTORY AND BACKGROUND

- In 1990, the Board of Education issued a Declaration of Beliefs and Visions for the Houston Independent School District. This document called for a “new educational structure...that...is decentralized and features shared decision-making.” It went on to say that schools should have the maximum freedom to develop and implement the methods that best achieve the goal of high student achievement.
- In 1991, the HISD board initiated decentralization efforts aimed at reducing perceived inequities and at reducing the controls established by the central office. This restructuring created the Shared Decision-Making Committees (SDMC) at the campus level which improved flexibility in school spending and allowed schools to make spending decisions with reduced central office approval.
- In 1994, the district implemented a major decentralization reorganization with the help of the Greater Houston Partnership (GHP), The Houston Business Advisory Council (HBAC), and the Commission on District Decentralization (CDD).
- The decentralization efforts accomplished from 1992 to the present have resulted in significant improvements in HISD school management systems. Today, every school has a Shared Decision-Making Committee. School communities have significant input in principal selections, and schools have increased control over special purpose funds allocated to school budgets.
- *Mission*
 - The district’s goal is to develop a financial management system that provides a fair, equitable, and effective decentralized approach to resource allocation, and places the proper decision-making authority at the campus level.
 - The previous system allocated staff positions based on the number and type of students at the school. The committee sought to define a new system for allocating resources.
 - The objective of the committee was to create a school funding/management system to empower schools. In this system, schools would be budgeted with dollars and given the authority, within clear parameters, to spend allocated funds in order to meet the educational needs of their students and to reach the educational goals established by the state, district, and the school Shared Decision-Making Committee (SMDC).
- *Core Beliefs*
 - Academic success is paramount.
 - All resources should be at schools, unless managerial issues such as efficiency dictate otherwise.
 - The district will pursue a goal of equity in funding.
 - Accountability and resource allocation decisions must be matched (linked).

- Good sense will guide implementation.
- Purpose of Decentralization
- To align responsibility and authority by giving schools more control over decision-making in order to increase student achievement.
- To pursue greater equity in funding.
- *Accountability of the HISD schools for student achievement.* The school's budget plan will continue to be tied to the school's academic achievement plan.
 - The school principal will retain the final decision-making authority within district guidelines, and with appropriate input from school staff and the school SDMC.
 - Individual schools will continue to be able to make their own decisions as if they are independent, semi-autonomous entities.
 - Decentralization was originally planned to be phased in over a three-year period because of the complexity of issues surrounding the implementation of a weighted pupil resource allocation process and the fundamental cultural and procedural changes required. *However, upon further review, the decentralization committee revised the recommendation to abolish the phase in provision for 2001-2003.*

SCHOOL BUDGET BASED ON WEIGHTED PUPIL ALLOCATION

The district has formulated a school budgeting process that includes a weighted pupil allocation formula based on state student weights.

The district has funded schools with dollars based on a formula that employs a combination of Average Daily Attendance (ADA) and Average Student Enrollment. Beginning in 2004-05, grade level units were calculated based on 100% ADA. The formula also provides additional resources based on student weights for special populations that generally parallel that of the state funding formula.

- | | |
|--|-------|
| • Mobility (> than 40%) | .0.10 |
| • <i>Special Education</i> | 0.15 |
| • <i>State Compensatory Education (50% Free/ Reduced Lunch & 50% At-Risk</i> | 0.15 |
| • <i>Gifted and Talented</i> | .0.12 |
| • <i>Vocational Education (CATE)</i> | 0.35 |
| • <i>Bilingual/ELL (English Language Learner)</i> | 0.10 |

The weighted pupil allocation above requires the district to address some situations not covered by the state student weights. Additional weights will be determined by the district to provide for additional program opportunities for students. In all cases, funds will be budgeted based upon some form of enrollment or ADA or a combination of both. Careful consideration will be given to each new weight created. The creation of a new weight for each and every program area is discouraged, as it tends to create inequity.

RESOURCE ALLOCATION PROCESS

The school's resource allocation is derived from multiplying total refined units (generated through the weighted student formula) by a per unit allocation (by grade level).

GRADE LEVEL AND MOBILITY UNITS

Item 1-Grade-Level Units

- EE and Pre-K
 - Multiply enrollment by a weight of 0.5, then multiply by the ADA percentage.
- K-12
 - Multiply enrollment by a weight of 1.0, then multiply by the ADA percentage.
 - Enrollment used in the preliminary budget is a membership forecast made by the schools and approved by the Regional Offices.
- Total Weighted Grade Level Units.
 - Add all grade levels for the Total Weighted Grade Level Units.

Item 2-Mobility Units

- The calculation uses mobility rates from the Academic Excellence Indicator System. A student is considered to be mobile if he or she has been in membership at the school for less than 83% of the school year (i.e., has missed six weeks or more at a school).
- Mobility is determined by the number of mobile students in the previous year divided by the number of students who were enrolled at any time during the previous school year.
 - This is an adjustment for Cost of Education Index.
 - Schools with mobility less than 40% are given a weight of 0.
 - Schools with mobility more than 40% are given a weight of 0.10.
 - Multiply the Total Weighted Grade Level Units by the mobility weight to get the Mobility Units.

SPECIAL POPULATION UNITS

Item 3-State Compensatory Education Units (Fund 142)

- This is based upon the number of students who are economically and academically disadvantaged.
 - Multiply the number of eligible Free and Reduced Lunch students by 50% to get the Free and Reduced Lunch Total. The Free and Reduced Lunch count includes:
 - Family income below subsistence level using the “Reduced Price” chart
 - Eligible for aide under AFDC (Aide for Dependent Children)

- Family income below subsistence level using the “Reduced Price” chart
- Recipient of Pell Grant or other need-based financial assistance
- Eligible for benefits under Title II JTPA
- Eligible for benefits under Food Stamps Act of 1977
- Documented foster child

Students whose family income qualify for free and/or reduced lunch but do not complete an application for free and/or reduced lunch are identified as Other Economic Disadvantaged.

- Multiply the number of eligible at-risk students by 50% to get the at-risk total. A student must exhibit 1 or more of the following criteria (Section 29.081) to be considered at-risk.
 - Did not perform satisfactorily on a readiness test
 - Failed 2 or more courses in the foundation curriculum for students in grades 7-12
 - Have not advanced from one grade level to the next for 1 or more years
 - Did not perform satisfactorily on the skills assessment test(s)
 - Is pregnant or a parent
 - Has been in an alternative education program (Section 37.007)
 - Has been expelled
 - Is currently on parole, probation, deferred prosecution or conditional release
 - Has previously been reported through PEIMS as a dropout
 - Is a student of limited English proficiency (Section 29.052)
 - Is in the custody or care of the Department of Protective Services
 - Is homeless (Section 11302)
 - Resides in a residential placement facility (detention, shelter, halfway house, etc.)
- Take the adjusted totals from Free and/or Reduced Lunch and at-risk (50% of each) and add them together. Multiply the total by a weight of .15 to get the State Compensatory Education Units.

Item 4-Special Education Units

- This is based upon the number of Special Education students identified and served. This provides discretionary non-payroll resources to the students.
 - Multiply the number of eligible students by the weight of .15 to get the weighted Special Education Units

Item 5-Gifted and Talented Units (Fund 108)

- This is based upon the number of students who are eligible to be categorized as gifted and talented. *Gifted and Talented student population is funded at 100%.*
 - Multiply the number of eligible students by the weight of .12 to get the Gifted and Talented Units.

Item 6-Career and Technology Education Units (Fund 143)

- CATE courses are weighted by student contact hours. The unit for each course is computed based on contact hours multiplied by 175 instructional days.
 - Multiply the weight of .35 by the units

Item 7- ELL Units (Fund 144)

- This is based on the number of Bilingual/ESL students identified and served.
 - Multiply the eligible students by the weight (0.10) to get the ELL Units
- Total Refined Units
 - Add Total Weighted Grade Level Units (Item 1) and the Mobility Units (Item 2) to the Special Population Units (Item 8) to get Total Refined Units.

BASE RESOURCE ALLOCATION

Item 8-Base Resource Allocation

- This is the school's adjusted 2007-2008 allocation based on student weights.
 - Multiply the Total Refined Units by Per Unit Allocation (by grade level) to get the school's Base Resource Allocation.

OTHER FUNDING

Item 9-Capital Allocation (Fund 931)

- Multiply the total enrollment by the per pupil amount of \$10 to get your Total Capital Allocation.

Item 10 – Small School Subsidy

- $(\text{Threshold enrollment} - \text{school enrollment}) \times \text{Per Unit Allocation for small school} = \text{Small School Subsidy Allocation (capped at the lower of 20\% of Base Allocation or \$300,000)}$

The threshold enrollment levels are as follow:

Elementary school -	500
Middle School -	750
High School -	1,000

Item 11-Decentralized Funds

- This section has been reserved for future board-adopted initiatives in decentralization.

Item 12-Other Adjustments

- Reserved for Miscellaneous Adjustments

OTHER NON-RESOURCE ALLOCATIONS

Item 13-Magnet Allocation (FUND 118)

- An allocation given to Magnet Schools based on the prior year resources.

Item 14-15 -Title I and III Allocations

- The Special Revenue Fund Allocation include the following Title I revenue sources and other programs are determined by the Special Revenue Fund Resources Committee with approval of the Superintendent of Schools.

SPECIAL ASSISTANCE (FUND 113)

Schools experiencing significant losses must re-examine and adjust their budget accordingly. If schools are unable to meet their basic operational needs, the matter must be initially presented before the Regional Superintendent for additional assistance. If the matter cannot be resolved at that level, it should then be referred to the Chief School Administrator for further assistance.

With the re-implementation of small school subsidy, funds available for special assistance are very limited.

IOU CONTRACT

This repayment contract agreement is entered with schools experiencing financial difficulties. As such, this contract shall be binding regardless of future change in leadership at the school. The school must not have any outstanding deficits carried over from previous years. The school must operate a balanced budget immediately following the full-repayment year. The repayment of the deficit must be completed in two or three years depending on their deficit amount. No extension will be granted. The school may not appeal for special assistance, or apply or carryover funds until all deficits are repaid in full. The School Administration must review and approve all final budgets, for the duration of this contract. The Regional Office will be responsible for any or all unpaid deficit obligations, at the end of the contract term. The Regional Office will be responsible for any additional support needed by the school during this repayment period.

**Resource Allocation Formula
2007-2008**

SAMPLE SCHOOL

Item 1 **GRADE LEVEL UNITS**

ADA% 98.5%

<u>Gr</u>	<u>Enrollment</u>		<u>FTE</u>	=	<u>Grade Level Units</u>	
EE	0	X	0.5	=	0	
PK	50	X	0.5	=	24.63	
KN	25	X	1	=	24.63	
01	100	X	1	=	98.5	
02	50	X	1	=	49.25	
03	25	X	1	=	24.63	
04	50	X	1	=	49.25	
05	60	X	1	=	59.1	
06	0	X	1	=	0	
07	0	X	1	=	0	
08	0	X	1	=	0	
09	0	X	1	=	0	
10	0	X	1	=	0	
11	0	X	1	=	0	
12	0	X	1	=	0	
TOTAL GRADE LEVEL UNITS					360	329.99

SPECIAL POPULATION UNITS

	<u>Mobility Rate</u>	<u>Count</u>		<u>Wt</u>	=	<u>Refined Units</u>
Item 2 MOBILITY UNITS >40% = 10% enrollment	0.4	0	X	10%	=	0.00
Item 3 STATE COMPENSATORY EDUC - FREE/RED. LUNCH UNITS - 50%		120	X	15%	=	18.00
AT-RISK UNITS - 50%		130	X	15%	=	19.50
Item 4 SPECIAL EDUCATION UNITS		20	X	15%	=	3.00
Item 5 GIFTED & TALENTED UNITS		47	X	12%	=	5.64
Item 6 CATE UNITS		0	X	35%	=	0.00
Item 7 ELL UNITS (Bi/ESL identified & Served)		180	X	10%	=	18.00
TOTAL SPECIAL POP UNITS						64.14

RESOURCE ALLOCATION						
		<u>Units</u>		<u>PUA</u>		<u>Amount</u>
Item 8	BASE RESOURCE ALLOCATION (Grade Level + Special Pop Units)	394.00	X	\$3,071	=	\$1,209,974
Item 9	CAPITAL ALLOCATION	360	X	\$10	=	\$3,600
Item 10	SMALL SCHOOL SUBSIDY (capped at lower of 20% of Base Alloc or \$300,000)	140	X	\$1,116	=	\$156,240
Item 11	DECENTRALIZED FUNDS	394.00	X	\$0	=	\$0
Item 12	OTHER ADJUSTMENTS	0.00	X	\$0	=	\$0
TOTAL RESOURCE ALLOCATION						\$1,369,814
OTHER PROGRAM FUNDS						
		<u>Units</u>		<u>PUA</u>		<u>Amount</u>
Item 13	MAGNET				=	\$0
Item 14	TITLE 1 Regular	120	X	\$330	=	\$39,600
	TITLE 1 Parent Involvement	120	X	\$6	=	\$720
	TITLE 1 Staff Development	120	X	\$35	=	\$4,200
Item 15	Title III, Part A	200	X	\$0	=	\$0
TOTAL OTHER PROGRAM FUNDS						\$44,520

ALTERNATIVE AND SPECIAL PUA SCHOOLS/PROGRAMS

Allocations for these specialized programs are also calculated based weighted pupil allocation formula. The per unit amount for these schools are generally higher than those of regular schools due to the higher costs associated with the operation of a specialized program. The per unit amount was derived by dividing the base year allocation of the school by its total refined units. Each year thereafter, the unique per unit amount is adjusted by the salary and other required increases. Due to the special characteristics of some of these schools*, student enrollment peaks in February. To ensure equitable funding and to minimize wide swings in annual variance in refined units, their school allocations are calculated based on the average February enrollment of the prior three years:

Alternative Schools:

Community Services*
HSPVA
DeBakey HSHP
CLC Middle
Houston Night High School
Jordan HS
HSLECJ
Carter Career Center*
T.H. Rogers School
Harper Alternative*
The Rice School

Programs:

Magnet
Special Education

The school allocations for these programs are comprised of payroll cost for the current positions and non-payroll. Allocations for these programs are not determined on a per unit basis.

BUDGET TIMELINE & STUDENT DATA EXTRACTION



March Preliminary Budget

Enrollment
ADA percent
Mobility
Economically Disadvantaged
At-Risk
Gifted and Talented
Bilingual/ESL
CATE (FTE's)

School Forecast
July 2006 PEIMS
Latest available AEIS data
October 2006 PEIMS
October 2006 PEIMS
October 2006 PEIMS
October 2006 PEIMS
November 06 AS400

July Preliminary Budget Load

Budget is loaded in the school financial system

FREQUENTLY ASKED QUESTIONS

1. Will the Per Pupil budget allocations ever change?

Per Pupil budget allocation will change annually, depending on total district enrollment, total revenue received, and the make up of the student population.

2. Will the Per Pupil amount be adjusted for salary increases annually?

Yes, the per pupil will be adjusted to accommodate salary increases. Due to a timing difference, the per pupil amount is one year behind. For example, the FY '05 per pupil amount includes an adjustment for FY '04 salaries.

3. Who is responsible for excess positions?

Although Fund 122 has been eliminated, the regional offices are still responsible for the placement of all excess positions. All excess positions, including pending closes and pending placement, will be moved to a holding fund (Fund 122), so as to allow Budgeting to balance the budgets. Regional offices are then required to work with the Generalists to place all positions off Fund 122. All costs incurred in Fund 122 as a result of late or non-placement, will be charged to the regional offices.

4. What are the standard procedures for eliminating positions?

If a position is vacant—permissible; if a position is filled—permissible, only *if closing is necessitated by the loss of funds or due to change in the instructional program*. All position opens/closes require regional office approval. Principals and regional superintendents are entrusted with the placement of excess (previously known as 398) positions. Schools should follow position management procedures when requesting to open/close a position.

5. What school positions are mandatory?

The only mandatory school position is the Principal.

6. Are schools required to hire a full-time librarian?

No.

7. Do the Regional Superintendents need to approve the balanced budget?

Yes, they will be forwarded a final copy of the balanced budget (including staffing changes) for review and approval. Once approved, the data will then be directed to Budgeting and Human Resources for download into the SAP and PeopleSoft system for the new school year.

8. What are the procedures to open and close school-level positions?

See Position Management Flow Chart. Position open/close requests submitted on-line during the preliminary budget development are not final until the actual changes are made in PeopleSoft.

9. Can an employee's contract length be changed?

It is recommended that extra duty pay be reported as extended year. However, a change is allowable if the request does not constitute a change in job duties. For further assistance, see Flow Chart.

10. How do we move an employee to an existing PC number?

Contact your Human Resources Generalist to make this change.

11. Do Regional Superintendents have to approve addition of positions?

Yes, after your budget is balanced they will receive a copy of your budget. They will review/approve any opens or closes.

12. What procedures are in place to ensure accuracy of data from school entry to central office (PEIMS upload)?

Contact the Federal and State Compliance Department at (713) 556-6753.

13. Will schools be responsible for utility costs for summer school, central-office in services, building rentals? Will schools get a portion of the building rental fees?

Utility costs will be assessed to all ancillaries after school programs. However, rental fees will not be credited to the schools offering those programs. Further reviews will be necessary to determine future credits.

14. Since my preliminary budget allocation, I've gained enrollment prior to the PEIMS snapshot date that would allow additional resources. Why can't I open positions prior to the snapshot date?

If your enrollment is not maintained to qualify for an additional position on the snapshot date, your final budget will not provide the allocation. This would likely result in a budget deficit, having to use discretionary funds to purchase the position, or requiring a close. Only classroom teacher positions are permitted to be opened between preliminary and final review conferences. However, other positions must be purchased from funds allocated at the preliminary conference. Even then, discretion must be used to avoid deficits or closures that will become costly to the district.

15. Are special education positions charged?

Special Education positions have been decentralized. Schools may open, close, and change positions at its own discretion, subject to the approval of the Special Education Department.

16. What salary will be used to balance the budget?

GF1 uses average salary to balance the budget. SR1 uses actual salary (including benefits) to balance the budget.

17. Can principals revise budget after the preliminary budget is finalized?

On an emergency basis only.

18. Will there be any scheduled budget conferences for the preliminary budget development?

No, all the budgets will be handled electronically. Budget analysts will be available for assistance at the regional office on scheduled conference dates.

19. What happens if a school cannot balance the budget?

All schools must have a balanced budget by the cut-off date.

Option I: Balance the budget by closing filled positions and seeking special assistance from School Administration.

Option II: On a very limited basis, a school may sign a Repayment Agreement (IOU), subject to the approval of School Administration.

20. Why is my student data different than those on the exact date of my PEIMS snapshot?

The PEIMS snapshot data is determined by the state, to capture a set of student data as of that date determined for snapshot cut-off. Any additional units created after the snapshot date is not included for funding consideration. Only “clean ups” to the original snapshot population are included for funding consideration, up to the date when data is pulled for final resource calculation.

21. Occasionally, why do my categorical minimum funds go down when my categorical refined units has gone up?

The school generates a total resource allocation based on a weighted student formula. This must not be confused with the state categorical funds, which establishes a minimum expenditure level for special need students and programs, to meet state mandates.

The state mandates local school districts to spend a minimum amount of state categorical funds to serve students and programs of the special needs. To satisfy the mandate, HISD formulates a required minimum expenditure level at each school in Fund 108, 142, 143 and 144.

The per unit allocation for a categorical fund is calculated based on a ratio of the state revenue less central department funds budgeted to the total refined units of that category

(State Revenue – Central Dept Funds) / Total Refined Units = Per Unit Allocation

Hence, if the refined units or the central department funds increases, the per unit allocation decreases. This does not necessarily mean the school generates less overall resources, but merely means the school's share of the required categorical minimum expenditure is decreased, thereby resulting in more funds available in the general operating budget (Fund 101).

The school's total resource allocation minus categorical funds, minus capital outlay, determines the resulting balance for general operating funds (Fund 101).

Total School Resource Allocation – Funds 108, 142, 143, 144, 931 = Fund 101

22. What portion of the associate teacher cost will the school be responsible for?

Dedicated subs, day-to-day subs, and long-term subs up to 10 days, and ancillary subs (librarians, nurses, and counselors).

23. What is the payment schedule and cost structure for associate teachers?

Refer to the Salary Manual.

24. Why can't we transfer discretionary money between funds, organizations and projects on the Budget Transfer Form?

Budget transfers cannot be made between funds, organizations, or projects at the school level; because the dollars associated with the special accounting codes must be maintained to assure compliance with various guidelines. Refer to the Budget Coding Manual for more information. Also, this restriction helps maintain an accurate accounting of per-pupil costs.

25. What if positions are not listed in the position report?

Call your budget analyst to have the problem checked out and the budget adjusted accordingly.

26. Who absorbs the difference in actual salary and average salary?

The district absorbs the difference between actual and average salary as long as average salary is used to determine the budget. **Note: Grant funds budget on actual salary.**

27. Can schools access available funds from contract payroll accounts 6119 and 6129?

No. In an average salary budgeting concept, excess funds are used to offset deficits on a district wide level. The net impact in these variances is zero.

2007-2008 AVERAGE SALARIES**School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
002239	Aide, Non-Instructional	AS105	\$16,500
041239	Aide, Tchr I Clerical Non-Inst	AS105	\$16,500
011262	Asst, Student Advocate	AS511	\$34,900
001238	Asst, Tchng	AS108	\$19,800
000424	Asst, Tchng 11.5M	AS408	\$26,300
000595	Asst, Tchng 11M	AS308	\$21,500
000490	CATE Advertising Design 10M	VT107	\$53,100
000491	CATE Aerospace Aviation 10M	VT107	\$53,100
000558	CATE Agriculture 10M	RT107	\$48,300
000493	CATE Automotive Technician 10M	VT107	\$53,100
000494	CATE Building Trades 10M	VT107	\$53,100
000495	CATE Business Education CP 10M	VT107	\$53,100
000496	CATE Computer Maintenance 10M	VT107	\$53,100
000497	CATE Computer Technologies 10M	VT107	\$53,100
000499	CATE Cosmetology 10M	VT107	\$53,100
000500	CATE Data Processing 10M	VT107	\$53,100
000506	CATE Drafting 10M	VT107	\$53,100
000507	CATE Electronics 10M	VT107	\$53,100
000537	CATE Family/Consumr Sci CP 10M	VT107	\$53,100
000508	CATE Graphic Arts 10M	VT107	\$53,100
000512	CATE Health Sci Tech CP 10M	VT107	\$53,100
000513	CATE Health Science Tech 10M	VT107	\$53,100
000514	CATE Home Ec PreEmpl Lab 10M	VT107	\$53,100
000516	CATE Law Enforcement CP 10M	VT107	\$53,100
000515	CATE Machine Shop 10M	VT107	\$53,100
000517	CATE Marketing Ed-Banking 10M	VT107	\$53,100
000520	CATE Marketing Ed-Lab 10M	VT107	\$53,100
000522	CATE Marketing Ed-Travel 10M	VT107	\$53,100
000523	CATE Marketing-Hotel Mgmt 10M	VT107	\$53,100
000524	CATE Media Technology 10M	VT107	\$53,100
000525	CATE Metal Trades 10M	VT107	\$53,100
000526	CATE Mill and Cabinetry 10M	VT107	\$53,100
000519	CATE Mkting Ed-Career Prep 10M	VT107	\$53,100
000521	CATE Mkting Ed-Restaurant 10M	VT107	\$53,100
000527	CATE Office Education 10M	VT107	\$53,100
000528	CATE Photography 10M	VT107	\$53,100
000529	CATE Plumbng&Pipng Trades 10M	VT107	\$53,100
000530	CATE PreEmp Lab Hospitality10M	VT107	\$53,100
000531	CATE Protective Services 10M	VT107	\$53,100
000532	CATE T&I Career Prep 10M	VT107	\$53,100
000486	CATE T&I Culinary Arts 10M	VT107	\$53,100
000487	CATE T&I Law 10M	VT107	\$53,100

2007-2008 AVERAGE SALARIES**School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
000488	CATE T&I Petro Chemical 10M	VT107	\$53,100
000489	CATE T&I Small Engine 10M	VT107	\$53,100
000534	CATE Telecommunications 10M	VT107	\$53,100
000535	CATE Trades & Industries 10M	VT107	\$53,100
000536	CATE Welding 10M	VT107	\$53,100
000756	CATE, Advertising Design	VT107	\$53,100
000736	CATE, Agriculture	RT107	\$48,300
000784	CATE, Agriculture	RT107	\$48,300
000492	CATE, Auto Body Refinish 10M	VT107	\$53,100
000774	CATE, Automotive Body Refinish	VT107	\$53,100
000773	CATE, Automotive Tech	VT107	\$53,100
000184	CATE, Basic Business (no shthd	RT107	\$48,300
000781	CATE, Bldng Maintenance CTED	VT107	\$53,100
000762	CATE, Building Trades	VT107	\$53,100
000182	CATE, Business Administraton	RT107	\$48,300
000753	CATE, Business Education CP	VT107	\$53,100
000202	CATE, Career Connections	VT107	\$53,100
000199	CATE, Career Investigation	VT107	\$53,100
000607	CATE, Career Investigation	RT107	\$48,300
000606	CATE, Career Investigation	RT107	\$48,300
030199	CATE, Career Investn Law Enfo	VT107	\$53,100
000767	CATE, Computer Maintenance	VT107	\$53,100
000769	CATE, Computer Technologies	VT107	\$53,100
000772	CATE, Cosmetology	VT107	\$53,100
000255	CATE, Counselor 11M	ES309	\$67,000
000739	CATE, Data Processing	VT107	\$53,100
000735	CATE, Data Processing/bus cert	RT107	\$48,300
000757	CATE, Drafting	VT107	\$53,100
000768	CATE, Electronics	VT107	\$53,100
000219	CATE, Family/Consmr Sci (HS)	RT107	\$48,300
000733	CATE, Family/ConsumSci CP	RT107	\$48,300
000181	CATE, Gen Business (T & S)	RT107	\$48,300
000759	CATE, Graphic Arts	VT107	\$53,100
000780	CATE, Graphic Arts CTED	VT107	\$53,100
000751	CATE, Health Sci Tech CP	VT107	\$53,100
000741	CATE, Health Science Tech	VT107	\$53,100
000731	CATE, Home Ec PreEmLab	RT107	\$48,300
000680	CATE, Home Ec PreEmLab-10M	RT107	\$48,300
000742	CATE, Marketing Ed-Lab	VT107	\$53,100
000783	CATE, Marketing/Hotel Mgmt	VT107	\$53,100
000760	CATE, Media Technology	VT107	\$53,100
000763	CATE, Mill and Cabinetry	VT107	\$53,100

2007-2008 AVERAGE SALARIES

School-Based Positions

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
000748	CATE, Mktng Ed-CareerPrep	VT107	\$53,100
000746	CATE, Office Education	VT107	\$53,100
000439	CATE, Office Eductn 10M	VT107	\$53,100
000758	CATE, Photography	VT107	\$53,100
000764	CATE, Plumbing & Piping Trades	VT107	\$53,100
021070	CATE, Pre-Empl Lab (11M)	RT307	\$59,500
000737	CATE, Pre-Empl Lab Child Care	RT107	\$48,300
030070	CATE, Pre-Empl Lab Hospitality	RT307	\$59,500
000785	CATE, PreEmpl Lab, Food	RT107	\$48,300
000183	CATE, Sectrl Science T&S	RT107	\$48,300
000019	CATE, Skills for Living (MS)	RT107	\$48,300
000779	CATE, T & I Culinary Arts	VT107	\$53,100
000778	CATE, T & I Law	VT107	\$53,100
000777	CATE, T & I Small Engine	VT107	\$53,100
000775	CATE, T&I Aerospace Aviation	VT107	\$53,100
000782	CATE, T&I Bldg Trades CTED	VT107	\$53,100
000752	CATE, T&I Career Prep	VT107	\$53,100
000020	CATE, Technology Education	RT107	\$48,300
000743	CATE, Trades & Industries	VT107	\$53,100
001079	CATE, Trades and Indust 10M	VT107	\$53,100
000185	CATE, Typing (MS)	RT107	\$48,300
000770	CATE, Welding	VT107	\$53,100
000479	Chair, Spcl Ed 10M	RT107	\$48,300
000706	Clerk III, General 12M	AS509	\$28,900
004265	Clk I, Genrl	AS505	\$18,600
031265	Clk I, Genrl /Records 10 M	AS105	\$16,500
018265	Clk I, Genrl 10.5M	AS205	\$18,200
016265	Clk I, Genrl 10M	AS105	\$16,500
025265	Clk I, Genrl 11.5M	AS405	\$16,300
022265	Clk I, Genrl 11M	AS305	\$17,400
012265	Clk I, Genrl Food Svc	AS505	\$18,600
030265	Clk I, Genrl Library 10M	AS105	\$16,500
040265	Clk II, Attendance	AS108	\$19,800
041265	Clk II, Attendance 10 M	AS108	\$19,800
042265	Clk II, Attendance 10.5M	AS208	\$22,700
043265	Clk II, Attendance 11M	AS308	\$21,500
036265	Clk II, Data Entry 10.5M	AS207	\$19,000
034265	Clk II, Data Entry 10M	AS107	\$22,600
038265	Clk II, Data Entry 11M	AS307	\$20,800
027265	Clk II, Gen, Records SB 10.5M	AS208	\$22,700
019265	Clk II, Genrl 10.5M	AS208	\$22,700
017265	Clk II, Genrl 10M	AS108	\$19,800

**2007-2008 AVERAGE SALARIES
School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
026265	Clk II, Genrl 11.5M	AS408	\$26,300
085265	Clk II, Genrl 11.5M	AS408	\$26,300
023265	Clk II, Genrl 11M	AS308	\$21,500
005265	Clk II, Genrl 12M	AS508	\$25,600
014265	Clk II, Genrl Food Svc	AS508	\$25,600
045265	Clk II, Genrl Records 1	AS508	\$25,600
044265	Clk II, Genrl Records 1	AS308	\$21,500
028265	Clk II, Genrl Records 10	AS108	\$19,800
037265	Clk III, Data Entry 10.5M	AS209	\$25,700
035265	Clk III, Data Entry 10M	AS109	\$22,200
039265	Clk III, Data Entry 11.5M	AS409	\$24,500
057265	Clk III, Data Entry 11M	AS309	\$24,500
010265	Clk III, Data Entry 12M	AS509	\$28,900
020265	Clk III, Data Entry, Food Serv	AS509	\$28,900
006265	Clk III, Genrl	AS509	\$28,900
021265	Clk III, Genrl 10.5M	AS209	\$25,700
059265	Clk III, Genrl 10M	AS109	\$22,200
067265	Clk III, Genrl 10M	AS109	\$22,200
061265	Clk III, Genrl 11.5M	AS409	\$24,500
024265	Clk III, Genrl 11M	AS309	\$24,500
049265	Clk, Duplicating 10 M	AS105	\$16,500
048265	Clk, Duplicating 10.5M	AS205	\$18,200
072265	Clk, Finance 10.5M	AS208	\$22,700
071265	Clk, Finance 10M	AS108	\$19,800
000456	Coach, Literacy - ES	RT107	\$48,300
000388	Coach, Literacy - HS	RT107	\$48,300
000596	Coach, Literacy ESL	RT107	\$48,300
000586	Coord Instruct SB 12M Title I	AE515	\$58,600
000587	Coord Instruct SB 12M Title II	AE515	\$58,600
000589	Coord Instruct SB 12M Title III	AE515	\$58,600
119052	Coord, Campus Scholarships	AE314	\$42,600
000695	Coord, College Access	RT307	\$59,500
000611	Coord, Compliance Bil/ESL	AE515	\$58,600
000028	Coord, Curriculum	RT107	\$48,300
000178	Coord, Instr I QIE	RT107	\$48,300
000152	Coord, Instr II QIE Magnet	RT107	\$48,300
000282	Coord, Instructional	AE515	\$58,600
001179	Coord, Instructional 10M	AE115	\$48,700
002179	Coord, Instructional RT	RT107	\$48,300
000791	Coord, Instructional RT 11M	RT307	\$59,500
000476	Coord, Instructional RT 12M	RT507	\$64,300
000443	Coord, Instructional SB 11M	AE315	\$54,400

2007-2008 AVERAGE SALARIES**School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
000179	Coord, Instructional Sch Bsd	AE515	\$58,600
145052	Coord, Instructional Title VII	RT207	\$53,600
000689	Coord, Life Skills-Parenting	AE515	\$58,600
146052	Coord, Middle Sch Safety 11M	AE314	\$42,600
000154	Coord, Music	RT107	\$48,300
000696	Coord, Parent Engagement	AE513	\$42,600
052052	Coord, Program At Risk	AE514	\$48,900
000457	Coord, Project Reading First	AE516	\$63,500
000404	Coord, School Facilities	AE516	\$63,500
000407	Coord, School Technology	AS513	\$42,900
000408	Coord, School Technology 11M	AS313	\$40,000
182052	Coord, Tchr 11M	RT307	\$59,500
000048	Coord, Title I (RT)	RT107	\$48,300
000674	Coord, Title I (RT) 11M	RT307	\$59,500
151052	Coord, Wheatley CDC	AE516	\$63,500
006055	Counselor, 12 M	ES509	\$79,600
000122	Counselor, Bilingual-Sec. 11M	ES309	\$67,000
002055	Counselor, Bilingual-Sec. 11M	ES309	\$67,000
000123	Counselor, Control Substance	AE514	\$48,900
000121	Counselor, ELE Bilingual 10M	ES109	\$58,100
000065	Counselor, Elementary 10M	ES109	\$58,100
001065	Counselor, Elementary-11M	ES309	\$67,000
000697	Counselor, Prevention	ES509	\$79,600
001055	Counselor, Secondary-10M SB	ES109	\$58,100
000055	Counselor, Secondary-11M	ES309	\$67,000
005055	Counselor, Special Ed 10M	ES109	\$58,100
000934	Custodian	CT505	\$19,600
000927	Custodian	CTH05	\$14,000
000687	Dean of Instruct ES 12M- Term	SE5Z	\$71,800
003151	Dean of Instructn Elem Sch 11M	SE3Z	\$58,900
000051	Dean of Instructn Elem Sch 12M	SE5Z	\$71,800
001151	Dean of Instructn High Sch 11M	SH3Z	\$63,900
000151	Dean of Instructn High Sch 12M	SH5Z	\$73,500
002151	Dean of Instructn Mddl Sch 11M	SM3Z	\$58,500
004151	Dean of Instructn Mddl Sch 12M	SM5Z	\$63,900
000352	Dean of Students High Sch 11M	SH3Z	\$63,900
000688	Dean of Students HS 11M- Term	SH3Z	\$63,900
001352	Dean of Students Mddl Sch 11M	SM3Z	\$58,500
000686	Dean of Students MS 11M- Term	SM3Z	\$58,500
171053	Facilitator, Sch Improvemen SB	AE516	\$63,500
171054	Facilitator, School Imprv 11M	AE316	\$63,700
004165	Facilitator, Success For All	RT107	\$48,300

2007-2008 AVERAGE SALARIES**School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
000914	Gardener	CT505	\$19,600
006269	Liasion, Parent	AS308	\$21,500
000056	Librarian	RT107	\$48,300
000057	Librarian, Itinerant	RT107	\$48,300
000422	Mgr, Data Quality - Campus	AX517	\$72,000
101270	Mgr, School Business	AE515	\$58,600
165270	Mgr, School Business SB	AE516	\$63,500
000069	Nurse	RT107	\$48,300
001069	Nurse, 11.5M	RT407	\$61,200
000459	Nurse, Cnsltnt 10.5M SB	AE215	\$54,300
001406	Nurse, Cnsltnt 11M	AE315	\$54,400
001206	Nurse, Cnsltnt 12M	AE515	\$58,600
000970	Oprtr I, Plant	CT508	\$27,400
000972	Oprtr II, Plant	CT510	\$33,200
017050	Principal Intern, SA5	SA516	\$65,500
018050	Principal, Assoc Vice	SM5Z	\$63,900
003051	Principal, Asst Elem 11.5M	SE4Z	\$66,600
001051	Principal, Asst Elem 11M	SE3Z	\$58,900
005051	Principal, Asst Elem 12M	SE5Z	\$71,800
000681	Principal, Asst ES 11M- Term	SE3Z	\$58,900
007051	Principal, Asst High Sch 11.5M	SH4Z	\$76,000
002051	Principal, Asst High Sch 11M	SH3Z	\$63,900
009051	Principal, Asst High Sch 12M	SH5Z	\$73,500
000684	Principal, Asst HS 11.5M	SH4Z	\$76,000
000683	Principal, Asst HS 11M- Term	SH3Z	\$63,900
006051	Principal, Asst Middle S 11.5M	SM4Z	\$65,500
004051	Principal, Asst Middle Sch 11M	SM3Z	\$58,500
008051	Principal, Asst Middle Sch 12M	SM5Z	\$63,900
000682	Principal, Asst MS 11M- Term	SM3Z	\$58,500
000367	Principal, ECH	PE5Z	\$76,100
000685	Principal, Elementary Sc- Term	PE5Z	\$76,100
002050	Principal, Elementary School	PE5Z	\$76,100
008050	Principal, High School	PH5Z	\$83,300
009050	Principal, HS	PS5Y	\$68,600
015050	Principal, Intern	RT507	\$64,300
005050	Principal, Middle School	PM5Z	\$82,100
010050	Principal, MS/ES	PS5Z	\$68,100
014050	Principal, Special Assignment	SA518	\$47,200
000045	Psychologist	AE516	\$63,500
002275	Receptionist 10M	AS107	\$22,600
000066	Registrar	RT307	\$59,500
003066	Registrar 11.5M	RT407	\$61,200

**2007-2008 AVERAGE SALARIES
School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
002066	Registrar, Program 12M	AE514	\$48,900
045288	Rep, Parent Involvement	AS508	\$25,600
046288	Rep, Parent Involvement 10M	AS108	\$19,800
000623	Rep, Parent Involvement 11M	AS308	\$21,500
019288	Rep, School Facility	AE514	\$48,900
038288	Rep, Technical Support 10.5M	AS211	\$26,500
000828	Secr, School 10.5M	AS210	\$25,300
017276	Sect II, 10 M	AS109	\$22,200
014276	Sect, School 10 M	AS110	\$25,000
009276	Sect, School 11M	AS310	\$26,800
010276	Sect, School Elementary	AS510	\$32,200
011276	Sect, School Middle School	AS510	\$32,200
012276	Sect, School High School	AS510	\$32,200
000827	Security Guard	CT508	\$27,400
000718	Security Guard 11 Mo	AS608	\$23,700
002827	Security Guard, Food Svc	CT508	\$27,400
001827	Security Guard-10 M	AS108	\$19,800
001063	Social Wrkr 10 M	AE115	\$48,700
006063	Social Wrkr 10.5M	AE215	\$54,300
000063	Social Wrkr 11.5M	AE415	\$60,000
003063	Social Wrkr 11M	AE315	\$54,400
007063	Social Wrkr 12M	AE515	\$58,600
002063	Social Wrkr, Alternative	AE115	\$48,700
005063	Social Wrkr, Spec Ed, 12 M	AE515	\$58,600
000097	Spcl Ed, Student Assignment	RT107	\$48,300
030035	Spclst, Attendance 10.5M	AE213	\$38,000
003035	Spclst, Attendance 10M	AE113	\$35,700
000454	Spclst, Attendance 10M Dist	AE113	\$35,700
000306	Spclst, Attendance 11M	AE313	\$43,700
000557	Spclst, Attendance 12M	AE513	\$42,600
000610	Spclst, Bilingual/ESL	AE515	\$58,600
058035	Spclst, Campus Network	AE514	\$48,900
011196	Spclst, Campus Network	AE515	\$58,600
011296	Spclst, Campus Network 11M	AE315	\$54,400
110035	Spclst, Network 10 M	AS114	\$40,700
000409	Spclst, School Technology	AS511	\$34,900
000410	Spclst, School Technology 11M	AS311	\$30,600
130035	Spclst, Student Info 12-M	AS511	\$34,900
126035	Spclst, Student Info Mgmt	AS311	\$30,600
032288	Special Ed Employment Rep	AS510	\$32,200
000350	Speech Therapist 10M	RT107	\$48,300
002350	Speech Therapist 11.5M	RT407	\$61,200

**2007-2008 AVERAGE SALARIES
School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
025262	Speech Therapist Asst 10M	AE114	\$35,000
001350	Speech Therapist, 11M	RT309	\$77,500
000472	Tchnlgst, Campus Curr Integrat	AE315	\$54,400
000406	Tchnlgst, Campus Curr Integrat	AE515	\$58,600
001196	Tchnlgst, Campus Educ 11M	AE315	\$54,400
053239	Tchr Aide I 12 M	AS505	\$18,600
005138	Tchr Aide, Sp Ed A I	AS105	\$16,500
004138	Tchr Aide, Sp Ed Dept Chair	AS105	\$16,500
015138	Tchr Aide, Sp Ed MI AI	AS105	\$16,500
014138	Tchr Aide, Sp Ed Self Cntned	AS105	\$16,500
009138	Tchr Aide, Sp Ed Speech Thrp	AS105	\$16,500
000675	Tchr AVID	RT107	\$48,300
000671	Tchr PE 12M	RT507	\$64,300
000707	Tchr, Agency Community Srvc	RT107	\$48,300
000370	Tchr, American Sign Language	RT107	\$48,300
000146	Tchr, Arabic	RT107	\$48,300
000010	Tchr, Art	RT107	\$48,300
005024	Tchr, Art, Elementary	RT107	\$48,300
000808	Tchr, Autism Self-Contained	RT107	\$48,300
003223	Tchr, Band, Secondary	RT107	\$48,300
000084	Tchr, Bilingual	RT107	\$48,300
000820	Tchr, Bilingual 11M	RT307	\$59,500
001084	Tchr, Bilingual 12M	RT507	\$64,300
000797	Tchr, Bilingual 4-8	RT107	\$48,300
000796	Tchr, Bilingual EC-4	RT107	\$48,300
000095	Tchr, Bilingual Kinderga	RT107	\$48,300
000091	Tchr, Bilingual Pre-Kinderg	RT107	\$48,300
000168	Tchr, Bilingual Title I	RT107	\$48,300
000200	Tchr, Biology	RT107	\$48,300
001200	Tchr, Biology 11M	RT307	\$59,500
000132	Tchr, Chapter I	RT107	\$48,300
000208	Tchr, Chemistry	RT107	\$48,300
000092	Tchr, Chinese	RT107	\$48,300
002223	Tchr, Choir, Secondary	RT107	\$48,300
010001	Tchr, Class-Size 1st Grade	RT107	\$48,300
010002	Tchr, Class-Size 2nd Grade	RT107	\$48,300
010003	Tchr, Class-Size 3rd Grade	RT107	\$48,300
010084	Tchr, Class-Size Bilingual	RT107	\$48,300
010093	Tchr, Class-Size ESL	RT107	\$48,300
000598	Tchr, Class-Size ESL	RT107	\$48,300
010095	Tchr, Class-Size K-Bilingual	RT107	\$48,300
010094	Tchr, Class-Size K-ESL	RT107	\$48,300

2007-2008 AVERAGE SALARIES

School-Based Positions

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
010007	Tchr, Class-Size Kinder	RT107	\$48,300
000137	Tchr, Computer Literacy	RT107	\$48,300
000197	Tchr, Computer Science 6-12	RT107	\$48,300
001197	Tchr, Computr Sci 6-12,10.5	RT207	\$53,600
000133	Tchr, Contact Person	RT107	\$48,300
000052	Tchr, Coord 10M	RT107	\$48,300
000660	Tchr, Coord 11M	RT307	\$59,500
000679	Tchr, DAEP	RT107	\$48,300
000218	Tchr, Dance	RT107	\$48,300
000213	Tchr, Drama	RT107	\$48,300
000207	Tchr, Dyslexic Support	RT107	\$48,300
001195	Tchr, E Middle School	RT507	\$64,300
000139	Tchr, Earth Science 6-8	RT107	\$48,300
000210	Tchr, Earth-LI Science	RT107	\$48,300
000815	Tchr, EC-4	RT107	\$48,300
000214	Tchr, Economics	RT107	\$48,300
000799	Tchr, English/Language Arts 4-8	RT107	\$48,300
000795	Tchr, ESL 4-8	RT107	\$48,300
000794	Tchr, ESL EC-4	RT107	\$48,300
000093	Tchr, ESL Elementary	RT107	\$48,300
000094	Tchr, ESL Kindergarten	RT107	\$48,300
000096	Tchr, ESL Pre-Kindergarte	RT107	\$48,300
001087	Tchr, ESL Sec 11M	RT307	\$59,500
000087	Tchr, ESL Secondary	RT107	\$48,300
000793	Tchr, ESL/English 8-12	RT107	\$48,300
000005	Tchr, Fifth Grade	RT107	\$48,300
000805	Tchr, Fine Arts 4-8	RT107	\$48,300
000001	Tchr, First Grade	RT107	\$48,300
000004	Tchr, Fourth Grade	RT107	\$48,300
000013	Tchr, French	RT107	\$48,300
000198	Tchr, Geography	RT107	\$48,300
000015	Tchr, German	RT107	\$48,300
000215	Tchr, Government	RT107	\$48,300
000088	Tchr, Health	RT107	\$48,300
000744	Tchr, Health Sci Tech, CTED	VT107	\$53,100
000116	Tchr, Hebrew	RT107	\$48,300
000143	Tchr, Hindi	RT107	\$48,300
000029	Tchr, History	RT107	\$48,300
001029	Tchr, History 11M	RT307	\$59,500
000747	Tchr, Home Ec VEH	VT107	\$53,100
000709	Tchr, Homebound Community Srvc	RT107	\$48,300
000708	Tchr, Hospital Community Srvc	RT107	\$48,300

2007-2008 AVERAGE SALARIES

School-Based Positions

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
001020	Tchr, InstructionalTech 11M	RT307	\$59,500
000115	Tchr, Italian	RT107	\$48,300
001355	Tchr, Itinerant Assitve Tech	RT107	\$48,300
000355	Tchr, Itinerant Autism	RT107	\$48,300
001150	Tchr, Itinerant Bilingual	RT107	\$48,300
000622	Tchr, Itinerant Deaf	RT207	\$53,600
000142	Tchr, Japanese	RT107	\$48,300
000212	Tchr, Journalism	RT107	\$48,300
000627	Tchr, Keyboarding	RT107	\$48,300
000007	Tchr, Kindergarten	RT107	\$48,300
000014	Tchr, Latin	RT107	\$48,300
000126	Tchr, Lead	RT107	\$48,300
000672	Tchr, Lead 10.5M	RT207	\$53,600
000556	Tchr, Lead 11M	RT307	\$59,500
001126	Tchr, Lead 12 M	RT507	\$64,300
000140	Tchr, Life Science 6-8	RT107	\$48,300
000022	Tchr, Math	RT107	\$48,300
003022	Tchr, Math 10.5M	RT207	\$53,600
001022	Tchr, Math 11.5	RT407	\$61,200
002022	Tchr, Math 11M	RT307	\$59,500
000800	Tchr, Math 4-8	RT107	\$48,300
000008	Tchr, Multi-Grade	RT107	\$48,300
000150	Tchr, Multsen Read Itinernt	RT307	\$59,500
000667	Tchr, Music Elementary 10.5M	RT207	\$53,600
000024	Tchr, Music, Elementary	RT107	\$48,300
001223	Tchr, Music, Sec 10.5M	RT207	\$53,600
000233	Tchr, Music, Sec Choral	RT107	\$48,300
001232	Tchr, Music, Sec Instrmt10.5	RT207	\$53,600
000232	Tchr, Music, Sec Instrument	RT107	\$48,300
000223	Tchr, Music, Secondary	RT107	\$48,300
001024	Tchr, Music/Band, Elem	RT107	\$48,300
007223	Tchr, Music/Dance, Sec.	RT107	\$48,300
004024	Tchr, Music/Guitar, Elem.	RT107	\$48,300
005223	Tchr, Music/Guitar, Sec.	RT107	\$48,300
007024	Tchr, Music/Instrumt, Elem.	RT107	\$48,300
004223	Tchr, Music/Orchestra, Sec.	RT107	\$48,300
006223	Tchr, Music/Piano, Sec.	RT107	\$48,300
002024	Tchr, Music/Strings Elem	RT107	\$48,300
006024	Tchr, Music/Vocal, Elem.	RT107	\$48,300
001220	Tchr, Office Education 10M	VT107	\$53,100
000754	Tchr, Office Education CTED	VT107	\$53,100
000334	Tchr, Orient & Mobility Ins	RT107	\$48,300

2007-2008 AVERAGE SALARIES

School-Based Positions

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
001334	Tchr, Orient/Mobility 10.5M	RT207	\$53,600
003334	Tchr, Orient/Mobility 11.5M	RT407	\$61,200
002334	Tchr, Orient/Mobility 11M	RT307	\$59,500
000017	Tchr, Physical Education	RT107	\$48,300
000211	Tchr, Physical Science	RT107	\$48,300
000209	Tchr, Physics	RT107	\$48,300
003024	Tchr, Piano, Elementary	RT107	\$48,300
000319	Tchr, Pregant Girls	RT107	\$48,300
001319	Tchr, Pregnant Girls 11M	RT307	\$59,500
000107	Tchr, Pre-Kindergarten	RT107	\$48,300
000216	Tchr, Psychology	RT107	\$48,300
001025	Tchr, Reading 6-12 Dist Off	RT107	\$48,300
000169	Tchr, Reading Intervention	RT107	\$48,300
000025	Tchr, Reading, 6-12	RT107	\$48,300
001023	Tchr, Reading, Dist Office	RT107	\$48,300
000023	Tchr, Reading, K-6	RT107	\$48,300
000034	Tchr, Remedial Reading	RT107	\$48,300
000026	Tchr, Remedial Reading K-6	RT107	\$48,300
000018	Tchr, ROTC	RO507	\$30,700
000117	Tchr, Russian	RT107	\$48,300
000027	Tchr, Science	RT107	\$48,300
019342	Tchr, Science 10.5M	RT207	\$53,600
001027	Tchr, Science 11M	RT307	\$59,500
000801	Tchr, Science 4-8	RT107	\$48,300
000141	Tchr, Science 6-8	RT107	\$48,300
000817	Tchr, Science Composite	RT107	\$48,300
000002	Tchr, Second Grade	RT107	\$48,300
001183	Tchr, Secretarial Science	RT107	\$48,300
000006	Tchr, Sixth Grade	RT107	\$48,300
000031	Tchr, Social Studies	RT107	\$48,300
000804	Tchr, Social Studies 4-8	RT107	\$48,300
000559	Tchr, Sp Ed Behavior Svc Deaf	RT107	\$48,300
001293	Tchr, Sp Ed Behavior Support	RT107	\$48,300
001083	Tchr, Sp Ed Bilingual 11.5M	RT407	\$61,200
000172	Tchr, Sp Ed Content Mastery	RT107	\$48,300
004331	Tchr, Sp Ed Deaf 11.5M	RT407	\$61,200
000806	Tchr, Sp Ed English	RT107	\$48,300
002320	Tchr, Sp Ed Hospital 11.5M	RT407	\$61,200
001320	Tchr, Sp Ed Hospital 11M	RT307	\$59,500
001174	Tchr, Sp Ed Inf Vis Imp 11.5	RT407	\$61,200
000175	Tchr, Sp Ed Infant Aud Imp	RT407	\$61,200
000174	Tchr, Sp Ed Infant Vis Imp	RT107	\$48,300

2007-2008 AVERAGE SALARIES**School-Based Positions**

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
007293	Tchr, Sp Ed Life Skill 11.5	RT407	\$61,200
009293	Tchr, Sp Ed SC BSC 11.5M	RT407	\$61,200
001331	Tchr, Sp Ed SC Deaf 10.5M	RT207	\$53,600
003331	Tchr, Sp Ed SC Deaf 11M	RT307	\$59,500
000425	Tchr, Sp Ed SC MI 11M	RT307	\$59,500
008293	Tchr, Sp Ed SC MI, 10 Mnth	RT107	\$48,300
005293	Tchr, Sp Ed SC MI, 11.5M	RT407	\$61,200
003293	Tchr, Sp Ed Self Contained	RT107	\$48,300
005314	Tchr, Sp Ed VI 11.5M	RT407	\$61,200
004314	Tchr, Sp Ed Vi Imp 11M	RT307	\$59,500
001332	Tchr, Sp Ed, VAC 11.5M	RT407	\$61,200
000016	Tchr, Spanish	RT107	\$48,300
000085	Tchr, Spclst	RT107	\$48,300
001085	Tchr, Spclst 11.5M	RT407	\$61,200
000821	Tchr, Spclst 11M	RT307	\$59,500
003085	Tchr, Spclst 12 M	RT507	\$64,300
004085	Tchr, Spclst Dist Office	RT107	\$48,300
000165	Tchr, Spclst Proj Grad	RT507	\$64,300
000481	Tchr, Spclst Project Grad 10M	RT107	\$48,300
001333	Tchr, Spec Ed Pre-Sch 10M	RT107	\$48,300
002333	Tchr, Spec Ed Pre-Sch 11M	RT307	\$59,500
001106	Tchr, Special Assignment	RT107	\$48,300
000315	Tchr, Special Ed Adapted PE	RT107	\$48,300
000083	Tchr, Special Ed Bilingual	RT107	\$48,300
000331	Tchr, Special Ed Deaf 10M	RT107	\$48,300
000313	Tchr, Special Ed Generic	RT107	\$48,300
000320	Tchr, Special Ed Hospital	RT107	\$48,300
000294	Tchr, Special Ed Resource	RT107	\$48,300
000293	Tchr, Special Ed SC	RT107	\$48,300
002293	Tchr, Special Ed SC BSC	RT107	\$48,300
004293	Tchr, Special Ed SC Lifeski	RT107	\$48,300
000666	Tchr, Special Ed Self Cont 12M	RT507	\$64,300
000332	Tchr, Special Ed VAC	RT107	\$48,300
000314	Tchr, Special Ed VI	RT107	\$48,300
003314	Tchr, Special Ed VI Intin	RT107	\$48,300
001165	Tchr, Spclst Proj Grad 11M	RT307	\$59,500
000809	Tchr, SpEd Mathematics	RT107	\$48,300
000811	Tchr, SpEd Reading	RT107	\$48,300
000824	Tchr, SpEd SC Lifeskills-11Mo	RT307	\$59,500
000813	Tchr, SpEd Science	RT107	\$48,300
000812	Tchr, SpEd Social Studies	RT107	\$48,300
000030	Tchr, Speech	RT107	\$48,300

2007-2008 AVERAGE SALARIES

School-Based Positions

Job Code	Job Title	Salary Plan/ Pay Grade	Average Salary
000032	Tchr, Student Ref Center	RT107	\$48,300
002196	Tchr, Technlgy (6-12) 11.5M	RT407	\$61,200
000195	Tchr, Technology (1-8)	RT107	\$48,300
000816	Tchr, Technology (1-8)	RT307	\$59,500
000196	Tchr, Technology (6-12)	RT107	\$48,300
008223	Tchr, Theater, Secondary	RT107	\$48,300
008024	Tchr, Theater/Drama, Elem.	RT107	\$48,300
000003	Tchr, Third Grade	RT107	\$48,300
000130	Tchr, Trainer District	RT107	\$48,300
000348	Tchr, Trainer District 11M	RT307	\$59,500
001130	Tchr, Trainer School-based	RT107	\$48,300
000631	Tchr, Reading Apps&Study Skills	RT107	\$48,300
000670	Tchr-Co, Sp Ed	RT107	\$48,300
000547	Teacher Career Invest-Hlth 10M	VT107	\$53,100
000538	Teacher Cosmotology 10M	VT107	\$53,100
000539	Teacher CVAE Coop 10M	VT107	\$53,100
000540	Teacher Health Occupatns-V 10M	VT107	\$53,100
000541	Teacher Home Ec-CVAE 10M	VT107	\$53,100
000542	Teacher Home Ec-VEH 10M	VT107	\$53,100
000543	Teacher Office Educatn VEH 10M	VT107	\$53,100
000544	Teacher VEH Coop	VT107	\$53,100
000545	Teacher VEH-Trade&Industry 10M	VT107	\$53,100
000546	Teacher VOC Indus Electr R 10M	VT107	\$53,100
000217	Teacher, Sociology	RT107	\$48,300
000710	Tech, Documentation - SB	AS513	\$42,900
001281	Word Processor II	AS510	\$32,200
000482	Worker, Outreach Su Casa	AE513	\$42,600
000311	Wrkr, Outreach	AE513	\$42,600
002311	Wrkr, Outreach 11M	AE313	\$43,700
	Budget Period reflected in Sal Plan:		
	1=10 months		
	2=10.5		
	3=11		
	4=11.5		
	5=12		
	6=220 day police		
	Ex-AS1 reads AS 10 months		