ITEM A.2 (AGENDA REVIEW)

Goal 1 Progress Measures

Do we have survey data for parents, as to what created the biggest obstacles to reading and math?

The district did not survey parents regarding the obstacles to reading and math learning for their children.

Do we understand the data that shows why only White students exceeded the goal in reading, and all others fell increasingly short?

The district has not done a root cause analysis or full evaluation on the impact of COVID on student outcomes by race/ethnicity. Without this, responses are only speculation. Because we are not in the same hybrid learning environment this year, the priority is on identifying and growing students by their current performance.

Special Ed. Vs. EL's - What are the reasons for the big disparity in EL's to Special Ed? What factors are sighted. What can be done to learn from the various supports?

Students receiving special education services and emergent bilinguals are receiving different services and supports aligned to their specific needs. Direct programmatic comparisons should not be made across groups.

Can we get a full list of districts using new curriculum (Eureka)? What's their data with their struggling schools using Eureka and what's their data with their highest performing schools? How long has Eureka been around? *UPDATED 3/8/22*

The department is still gathering this information for a response.

Re: Really Great Reading – I want evidence. Is this research based, is there data that actually shows this moves the needle for students? *UPDATED 3/8/22*

The department is still gathering this information for a response.

Really Great Reading Program-The website states that the program is ideal for Upper Elementary, Middle and High Schools. What is the Plan for Lower Elementary? We know that this is where foundations are set. Is this program meeting the needs?

Really Great Reading specializes in assisting educators in teaching the foundational skills that lead to strong decoding and fluent reading, utilizing scientifically researched based aligned tools. Really Great Reading offers a program K-12 but HISD has implemented the program in grades K-5.

MARCH 2022

Goal 2 Progress Measure-Math took a bigger decline across the board and in all areas, what is missing in the current math curriculum that is not setting the foundation for math. If the Foundations were in place, the review and new material, should not suffer as much.

Large declines in mathematical performance were seen across the state and nation, suggesting that the issue extends beyond curriculum and foundational material.

This compared to reading goal?

Clarification is needed for a response.

Same question from Reading measure: EL'S to Special Ed.? What can we learn?

Students receiving special education services and emergent bilinguals are receiving different services and supports aligned to their specific needs. Direct programmatic comparisons should not be made across groups.

What online curriculum was in place that did not work to engage students, support math foundations?

Clarification is needed for a response.

ITEM F-3 APPROVAL OF GENERAL/SPECIAL EDUCATION HOMEBOUND REMOTE INSTRUCTION

Is this a policy or a contract that requires board approval?

It is a policy that allows students who are receiving homebound services to have remote instruction due to COVID. This is a change because Homebound has not previously allowed remote instruction.

ITEM G.2 CONSIDERATION AND APPROVAL OF CONTINUING CONTRACT TEACHING FIELDS FOR REDUCTION IN FORCE

How many employees are on a continuing contract? In what years did these employees receive the continuing contract?

Currently, there are 508 employees who hold a continuing contract. The chart below lists the year the continuing contract was issued and the corresponding number of employees who received the contract during that year:

Continuing Contracts	
Year Continuing Contract Issued	Number of Employees on Continuing Contract

1960	1
1971	1
1973	1
1975	1
1977	2
1979	4
1980	1
1981	4
1982	4
1983	1
1984	10
1985	29
1986	24
1987	23
1988	17
1989	26
1990	23
1991	35
1992	58
1993	60
1994	57
1995	51
1996	64
1997	4
1998	3
1999	3
2003	1
Grand Total	508

Why are the school listings included with these agenda items (G.2 and G.3)? Is this a list of campuses that will experience a RIF?

Annually, the items listed as G.2 and G.3 for the March Regular Board Meeting are presented with a list of schools for reference. The list includes all schools because, at this time, there is no specific knowledge of whether each school (and department) will need or will not need to implement a reduction in force for any individual who holds a term contract or a continuing contract. We seek this approval in advance of

schools and departments making budget and program decisions, which in any year could potentially change the needs for positions currently held by employees in each school and department. While approval provides schools and departments with the flexibility to reduce staff, make program changes, and reorganize staff, this item does not call for any school of department to make any specific cuts, and no specific need for cuts has currently been identified.

ITEM I.1.A APPROVAL OF VENDOR AWARDS FOR PURCHASES OVER $100,000 AND RATIFICATION OF VENDOR AWARDS FOR PURCHASES UNDER $100,000

Is there any replacement cost responsibility of District Personnel, Administration or Trustees when devices are reported lost or stolen?   *UPDATED 3/8/22

The replacement cost would be the responsibility of the trustees/employees' departmental budget. Since these devices are less than the district's insurance deductible, they would not be eligible for an insurance claim.

Are items from Home Depot used for repairs to campuses?   *UPDATED 3/8/22

Yes, district trade employees (plumbers, carpenters, electricians, HVAC) use Home Depot for supplies/parts to service campuses/departments district wide.

How many campuses built before 1980? Please identify and year built.   *UPDATED 3/8/22

A list of HISD campuses and the year each campus was built is attached.

Please explain the TXMAS Cooperative with only one vendor. How can this be competitive when we have over 30 vendors in Houston?

The district would be utilizing the State of Texas cooperative contract, specifically with FedEx, for local/state/out-of-state shipping needs.

Please explain the OMNIA Partnership with Home Depot as a vendor. I know Lowe's is also an HISD vendor, so how is it not relative to this item.

Lowe's is currently board approved and available for campuses and departments to utilize via project 20-02-02-09 / Maintenance, Repair, and Operations (MRO) Supplies.

22-01-04-01 Education Advanced Inc.—Confirming that this data does not include health data.

There is no student health/medical information shared with vendor or included with data extracts to vendor.

22-12-04 ESSER Air Filtration – What is the timetable for the installation?

The project will begin as soon as board approval is received and be completed in phases. Phase 1 – All high-risk areas (SPED classrooms, nurses' clinics, isolation rooms), Phase 2 – Elementary Campuses, Phase 3 – Middle School Campuses, Phase 4 – High School Campuses.

How many Schools are part of this plan?

All district campuses will be included.

Do new schools get this upgrade as well?

Yes, all campuses will receive air filtration system.

Why is this air filtration just now being bought?

The district had to request and obtain approval from TEA to utilize ESSER funds for air filtration system. In addition, the district worked with an A/E firm to assist with specifications, scope and performance criteria for the solicitation that was issued.

22-01-08-03 – T-Mobile – How many students will this item reach?

This item is for any grade level and is deployed, as needed, for temporary online learners, i.e., COVID, or any student who has an unmet or underserved need, i.e., no internet service or insufficient internet service for household.

22–1-16-02 – How many students will this item reach?

This item provides for board trustees cellphones and hotspots for district employees who must travel throughout the district to perform job duties.

ITEM I.4 APPROVAL OF THE MARCH GENERAL FUND BUDGET AMENDMENT

When should we expect the deficit to be addressed? Are you waiting for the fallout?

At this point for the 2021-2022 budget, it is primarily fallout.

What percentage of function 11 taken out was from central office?

22.11% based on I.4.b Campus and department Transfers by Function on packet page 78.

Why has the deficiency of estimated revenues under appropriations increased by over $150 million since the July 1 adopted budget?

The deficit on the February Budget Amendment is $244.6 million on the net change line. Most of that deficit will be covered using the district's assigned fund balance for Carryover and ERP projects of $160.5 million leaving a $84.1 million deficit. For this deficit we expect to use fallout from the district's budget, the district's instructional stabilization fund, and the unassigned fund balance.

ITEM I.5 – ORDER APPROVING NEW TERM RATE PERIOD FOR A PORTION OF HOUSTON INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED TAX SCHOOLHOUSE BONDS, SERIES 2013B; AUTHORIZING THE REDEMPTION OF A PORTION OF OUTSTANDING BONDS; AND APPROVING OTHER PROVISIONS RELATING THERETO, AND

ITEM I.6 – ORDER APPROVING NEW TERM RATE PERIOD FOR A PORTION OF HOUSTON INDEPENDENT SCHOOL DISTRICT VARIABLE RATE LIMITED TAX SCHOOLHOUSE BONDS, SERIES 2014A-2; AUTHORIZING THE REDEMPTION OF A PORTION OF OUTSTANDING BONDS; AND APPROVING OTHER PROVISIONS RELATING THERETO

What are the fees associated with these transactions?

Fees include financial advisory services, rating agency fees, bond counsel fees, and disclosure counsel fees.

ITEM I.7.A – APPROVAL OF THE PURCHASE OF PROPERTY INSURANCE FROM VARIOUS INSURERS AND AUTHORITY TO NEGOTIATE AND EXECUTE THE PURCHASE OF $250 MILLION OF PROPERTY INSURANCE COVERAGE

Is this the same insurer as before or a new company?

This item is to allow for our current board approved insurance broker to market and place the district's insurance policies with various companies.

ITEM J.1 – ADOPTION OF RESOLUTION IN SUPPORT OF UPDATING THE MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES PROGRAM

Based on the inclusive language provided in the resolution, will certified Veteran Owned Business Enterprises, certified LGBT Business Enterprises, and certified Disability Owned Business Enterprise. (DOBE) be included?

No specific groups are included or excluded by this agenda item. The purpose of the *Resolution* is solely to authorize the district to begin the process of reviewing the current policies related to the selection of vendors that provide goods and services to the district. For over a decade minority and women owned business have been awarded additional points for consideration through the solicitation processes. This

agenda item will initiate review of compliance issues and updating/collecting certain data used to make decisions about vendor selection. This will require the district to engage various professionals and consultants with expertise in this field.

At the conclusion of the review and data collection processes, an additional board vote would be required to determine the scope of updated policy/procedures, including what groups, i.e., racial/ethnic groups, women, LGBTQ, individuals with disabilities, or other groups, would be included in a new or revised board policy. This agenda item initiates the data collection and review processes only.

ITEM H.1.A

How much money remains of the 2012 Bond?   ***UPDATED 3/8/22**

$84.9 million with most of it going to finishing up projects including Bellaire, safety and security, and technology.

GENERAL QUESTIONS RELATED TO BUDGET WORKSHOP AND STRATEGIC PLAN

DISD & Aldine ISD scored lower than us in ratings. Why use the same curriculum they are using?   ***UPDATED 3/8/22**

The department is still gathering this information for a response.

Additionally, does this standardized curriculum mean that differentiated PD is out of the window?   ***UPDATED 3/8/22**

The department is still gathering this information for a response.

Librarians/Media specialist: What are the state requirements/certifications for both? Both accredited with the state? Pay scale for each?   ***UPDATED 3/8/22**

A librarian needs to have TEA certification as a librarian. A media specialist position will require teacher certification. These employees are paid according to the teacher salary schedule. Principals will decide whether to have a librarian position or a media specialist position.

Either/or for principals moving forward?   ***UPDATED 3/8/22**

The department is still gathering this information for a response.

No libraries will be built/space created for physical books moving forward? ***UPDATED 3/8/22**

The department is still gathering this information for a response.

What professional development are librarians/media specialist required to attend? What are we doing to stay current with the needs of students to engage with librarians (technology/engagement/professional development)?   ***UPDATED 3/8/22**

The department is still gathering this information for a response.

When will the board receive details about the $2.047b budget for next year?   ***UPDATED 3/8/22**

As we continue the budget process for the 2022-2023 school year, we will share available information at future budget workshops.

When are principals receiving their budgets for the coming year so they can plan? ***UPDATED 3/8/22**

Principals received their preliminary budgets on March 2nd. We plan to roll out campus budgets on March 11th for Principals to begin working on their budgets. Note that there are still discussions and reviews happening on impacts to campus budgets.

What is the cost associated with the new salary proposed in the strategic plan for each year of the plan? How will this be funded?   ***UPDATED 3/8/22**

As shown in the first budget workshop presentation, the Fiscal Year 2023 general fund cost of the three-year compensation plan is $82.7 million, including salaries and benefits. The additional Fiscal Year 2024 general fund cost is $63.0 million, and the additional Fiscal Year 2025 general fund cost is $62.3 million. The purpose of this spring's series of budget workshops is to discuss plans for leveraging the district's resources to fund strategic priorities.

What are the costs associated with the new baseline staffing? How will this be funded? ***UPDATED 3/8/22**

The current staffing model has a cost excluding benefits of about $710 million plus $106 million of services being centralized that were previously funded by campuses like Athletics, UIL Academics, substitutes, stipends, copiers, and fine arts.

What salary changes are proposed for paraprofessionals?   ***UPDATED 3/8/22**

The three-year compensation plan includes higher, targeted increases for Teaching Assistants to reflect the greater need to better compete for these instructional staff. Our plan will increase Teaching Assistants' hourly wage rates from $14.00 now to $14.80 in SY 2022-23, $15.66 in SY 2023-24, and $16.57 in SY 2024-25, representing annual increases of 5.7%, 5.8%, and 5.8%, respectively. The SY 2024-25 hourly wage rate will be 18.4% above the current rate.

How will benefits, including health insurance, be addressed in this budget?   ***UPDATED 3/8/22**

The budget presented has an additional $10 million in employer contributions to health insurance. Employees will also continue to have a 10 percent increase in premiums as discussed during the 2021-2022 budget planning process.

How do you anticipate teacher responsibilities changing under this strategic plan and budget, as it relates to curriculum and lesson planning, professional development, and MOST IMPORTANTLY, class size?

The department is still gathering this information for a response.   ***UPDATED 3/8/22***

What are the net changes in positions so the board can see which campuses will gain and lose positions?
                                                                        UPDATED 3/8/22

Each year, the district has a spring budget process during which principals, with support and approval from School Support Officers, Assistant Superintendents, and Human Resources Business Partners, develop their budget for the next fiscal year. This process typically ends in April, and, at that time, we know the number of positions in each school's budget for the next fiscal year. At this time, principals have not yet completed the process to plan for the uses of funds they are allocated in addition to positions allocated through the baseline staffing model. Therefore, we do not have information on net changes. We anticipate having this information by mid-April, as we do in other years.

You mentioned various new weights to funding. How did you determine how much to weight each factor? What formula are you using for school budgets? Metric? What research was used?   ***UPDATED 3/8/22***

Schools are allocated funds from a variety of sources. The formula we discussed was used for the allocation of some flexible, general funds. In 2014 the Center for New York City Affairs released a study in which researchers identified 18 indicators associated with decreased student outcomes (Sparks, 2014). Their model included school factors (e.g., percentage of special education students, teacher turnover) and

neighborhood factors (e.g., poverty rate, unemployment rate). Researchers in Chicago and Philadelphia have developed similar models for their school systems. Compared to the percentage of economically disadvantaged students alone, these models provide a more nuanced indication of the degree and types of support a campus needs to best serve its students. In 2016 the HISD Research and Accountability Department developed a risk load report based on 23 indicators aligned with those identified by the New York City researchers. You can see the rules for baseline staffing model position allocations here: https://drive.google.com/file/d/1v9kM5bkzwH4nHtY1fAmwUxEPCVOgksfQ/view?usp=sharing.

When will we see the proposed compensation plan for staff on the master salary scale? ***UPDATED 3/8/22***
We are working to update the Compensation Manual now. For the past several years, this is presented to the Board as an information item at the time of the budget approval. We anticipate completing the updates to the Compensation Manual in April.

Can we raise the dollar amount for ESSER hold harmless dollars and lower the amount for the IDC dollars/administrative cost?   ***UPDATED 3/8/22***
 In 2019-2020 the state held district's Average Daily Attendance (ADA) harmless but used ESSER I to do so. For 2020-2021 the state did the same thing with the ADA hold harmless using ESSER II. All districts and governmental agencies access indirect cost (IDC) rates to federal grants and each entity has an approved rate. We could increase the amount of direct ESSER we use but we can't arbitrarily just change our IDC rate. As presented at the March 3rd workshop the IDC will be used to help bridge the district's overall budget deficit.

With HB4545/ (additional time with student) can it be used for SEL learning?   ***UPDATED 3/8/22***
The department is still gathering this information for a response.

How are we addressing the developmental loss of our students? Does this need to be addressed before the "learning loss"? How can one receive academics if students are not developmentally prepared to?
The department is still gathering this information for a response.   ***UPDATED 3/8/22***

How do you anticipate teacher responsibilities changing under this strategic plan and budget, as it relates to curriculum and lesson planning, professional development, and MOST IMPORTANTLY, class size?
The department is still gathering this information for a response.   ***UPDATED 3/8/22***

How do you anticipate special education teacher responsibilities changing under this strategic plan and budget, as it relates to curriculum and lesson planning, professional development, and most importantly, class size? (Breakdown of how SPED FTE/ Campus staffing is done/funded.) ***UPDATED 3/8/22**

The department is still gathering this information for a response.

What are the results of the following studies: ***UPDATED 3/8/22***

Enrollment study?

The department is still gathering this information for a response.

Compensation study?

The vendor-provided preliminary compensation report is attached. The Talent Office continued to work with the vendor to leverage key findings from the report to develop a comprehensive, three-year compensation plan.

Enrollment initiative?

The department is still gathering this information for a response.

How much is the current total cost/dollar amount that we are freezing from campus budgets? How is this going to affect RIFs? ***UPDATED 3/8/22***

Currently, it is $15 million. This will have no impact on RIFs for 2021-2022.

How is this going to impact current student learning? ***UPDATED 3/8/22***

The department is still gathering this information for a response.

How is freezing the dollars going to change current teacher/Principal morale? Are we pushing them out if we don't meet their needs/feel valued? ***UPDATED 3/8/22***

The department is still gathering this information for a response.

High quality instructional materials/ how are you qualifying high quality instructional materials?

The department is still gathering this information for a response. ***UPDATED 3/8/22***

I want to make sure we are looking at our past mistakes, a past supe made sure every student had consumables. There was no way of knowing that every campus was teaching the same TEKS at any given time. Also, that curriculum wasn't the best use of taxpayer dollars. How can we ensure we are not repeating this mistake? *UPDATED 3/8/22*

The department is still gathering this information for a response.

What are the percentages of teachers, the actual numbers that we have in each step? *UPDATED 3/10/22*

Here are step-by-step numbers and percentages, with current, updated data.

Teacher Salary Scale Step	Number of Employees on the Teacher Salary Scale	Percentage
0	758	6%
1	729	6%
2	651	5%
3	646	5%
4	619	5%
5	564	5%
6	592	5%
7	519	4%
8	476	4%
9	478	4%
10	328	3%
11	318	3%
12	324	3%
13	327	3%
14	368	3%
15	375	3%
16	332	3%
17	308	3%
18	316	3%
19	319	3%
20	323	3%
21	224	2%
22	214	2%
23	198	2%

24	183	2%
25	168	1%
26	136	1%
27	138	1%
28	131	1%
29	133	1%
30	85	1%
31	78	1%
32	64	1%
33	62	1%
34	50	0%
35	48	0%
36	64	1%
37	32	0%
38	23	0%
39	29	0%
40	142	1%

When was the last time each category received a pay raise? What were the percentages of the increases? *UPDATED 3/10/22*

Please see the chart below.

School Year	Administrators (School Site)[1]			Administration, Professional Support (Gr 26 & above)[2]			Administrative Support, Crafts/Trades (Gr 25 and below)[2]	Teachers
	Elementary Principals	All Other Principals	AP/Deans	Annual Salary Under $75,000	Annual Salary $75,000 - $99,999	Annual Salary $100,000 +	Annual Salary Under $75,000	
2016-2017	-	-	-	-	-	-	-	-

								2% - 4%, increasing depending on years of service + Step Increase
2017-2018	2%	2%	2%	1%	1%	-	2% - 3%	
2018-2019	-	-	-	-	-	-	-	Step Increase
2019-2020	-	-	3.5%	3.5%	-	-	3.5% or raise to minimum of $14/hour, whichever was higher; Bus Drivers increased by $1.35/hour or to $18/hour, whichever was higher	3.5% - 8%, increasing depending on years of service + Step Increase
2020-2021	-	-	-	-	-	-	-	Step Increase
2021-2022	$5,000	-	$2,500	-	-	-	-	$2,500 + Step Increase
1 Principals and Assistant Principals and Deans								
2 Jobs paid on the Master & Technology Salary Schedules								

1/3 of teachers were surveyed that are thinking about leaving, but what's the percentage of: ==**UPDATED** 3/8/22*==

Principals?

Police?

Support staff?

Higher level admin?

The department is still gathering this information for a response.

What is the formula you are using to see how much each employee will pay? ==**UPDATED** 3/8/22*==

The budget presented has an additional $10 million in employer contribution from the General Fund to

health insurance. Employees will also continue to have a 10 percent increase in premiums as discussed during the 2021-2022 budget planning process in Spring 2021.

What is the breakdown of the % of principals that performed effective and efficient versus not during pre-Covid period, Covid-period and post-Covid? I need numbers for the overall district and a breakdown of high performing schools compared to low performing school principals.   *UPDATED 3/10/22*

Here are principal evaluation data from the last three school years.

Accountability Rating Groups	2018-2019			2019-2020			2020-2021		
	Number of Effective/ Highly Effective Principals	Total Number of Principals	Percent of Effective/ Highly Effective Principals	Number of Effective/ Highly Effective Principals	Total Number of Principals	Percent of Effective/ Highly Effective Principals	Number of Effective/ Highly Effective Principals	Total Number of Principals	Percent of Effective/ Highly Effective Principals
A	44	58	75.9%	51	55	92.7%	52	60	86.7%
B	63	72	87.5%	69	70	98.6%	69	73	94.5%
C	78	90	86.7%	81	90	90.0%	82	92	89.1%
D	20	28	71.4%	26	29	89.7%	26	29	89.7%
F	7	16	43.8%	14	15	93.3%	14	15	93.3%
F*	5	6	83.3%	5	5	100.0%	4	4	100.0%
NR	1	2	50.0%	2	3	66.7%	1	1	100.0%
Districtwide	218	272	80.1%	248	267	92.9%	248	274	90.5%

NR: Not Rated

*Rating lowered to F/IR based on "3 out of 4" rule

Source: TEA Final Ratings Files; Only campuses that were open and received a rating for 2019 are included

Can you explain what a police step increase means? ***UPDATED 3/8/22***

We can share, as a follow-up, the police salary scale. The salary schedule for police is available online at https://www.houstonisd.org/cms/lib2/TX01001591/Centricity/domain/50243/salary_tables/2021-2022/2021-2022%20Police%20Pay%20Scale.pdf.

How is this $210,000 for police step increases the best use of these dollars to improve student achievement? ***UPDATED 3/8/22***

The department is still gathering this information for a response.

You mentioned several organizations including Families Empowered have given reports. Can we please have copies of these reports from different organizations? ***UPDATED 3/8/22***

The department is still gathering this information for a response.

Can we please have a copy of the rubric by which schools will be, decisions will be made for schools that request additional funds? ***UPDATED 3/8/22***

The department is still gathering this information for a response.

From slide 6, can you just explain why the special education and dyslexia are in different buckets? ***UPDATED 3/8/22***

The department is still gathering this information for a response.

What percentage of ESSER is being used for evidence-based accelerated learning for our students who are furthest behind? What percent is this compensation plan and what percent is plugging budget holes? ***UPDATED 3/8/22***

The department is still gathering this information for a response.

What percentage of the general fund budget was allocated directly to schools for the fiscal year 2022 and what percent of the general fund budget is proposed to be allocated directly to schools for fiscal year 2023? ***UPDATED 3/8/22***

The percentage for 2022-2023 will decline due to the centralization of programs. The final percentage will not be available until school budgets are finalized.

Are there schools that don't have any money in their budget currently? *UPDATED 3/8/22*

Yes, there were two campuses, Park Place Elementary and Energy High School.

Do we know what percentage of schools are adequately spending their budgets?
UPDATED 3/8/22

This would be a subjective evaluation. At this time, we don't have a metric established that would evaluate this question.

How much does Buy Board charge vendors to become a part of the cooperative?

For all Buy Board contracts, the vendor paid service fee is 2% for goods/services and a flat fee for vehicle purchases.

Are the policy updates complete? There are none on the agenda.

There are approximately fifty TASB-recommended policy updates to be completed. At the request of the board president, there are no policies on the March board agenda. The plan is to bring all policies to be approved at a separate meeting in late May. Additional information will be finalized and shared the week of March 7, 2022.

TEA#	School Type	District	Year Built	School Name	Address
				CAMPUS YEAR BUILT REPORT	
268	ES	I	1968	BENBROOK	4026 Bolin , Houston, TX 77092-4711
104	ES	IX	2011	ALMEDA	14226 Almeda School RD , Houston, TX 77047-4203
105	ES	IX	1960, 1963	ANDERSON	5727 Ludington , Houston, TX 77035-4399
478	ES	I	1960	ARABIC IMMERSION MAGNET (OLD HSPVA)	4001 Stanford St, Houston, TX 77006
273	ES	VI	1970, 2005, 2005	ASHFORD	1815 Shannon Valley , Houston, TX 77077-4998
274	ES	VI	2018	ASKEW	11200 Wood Lodge Dr., Houston, TX 77077
106	ES	II	2007	ATHERTON	2011 Solo , Houston, TX 77020-4298
41	MS	IV	1958	ATTUCKS	4330 Bellfort , Houston, TX 77051-1899
1	HS	VIII	1936, 2020	AUSTIN	1700 Dumble , Houston, TX 77023-3195
259	Other	VII	1924, 2018	BAKER (WILSON) MONTESSORI	2100 Yupon , Houston, TX 77006-1830
107	ES	I	1958, 1979	BARRICK	12001 Winfrey , Houston, TX 77076-1239
108	ES	IV	2007	BASTIAN	5051 Bellfort Avenue, Houston, TX 5051
467	MS	IV	1925, 1950, 1960,1970, 1981	BAYLOR COLLEGE OF MEDICINE AT RYAN	2610 Elgin , Houston, TX 77004-3287
151	ES	VI	1978	BELL	12323 Shaftsbury , Houston, TX 77031-3199
2	HS	V	2020	BELLAIRE	5100 Maple St, Houston, TX 77401-4999
360	ECC	III	1996	BELLFORT ACADEMY	7647 Bellfort , Houston, TX 77061-1703
115	ES	I	1967	DURHAM	4803 Brinkman , Houston, TX 77018-2021
152	ES	I	1928	FIELD	703 East 17th , Houston, TX 77008-4414
109	ES	II	2011	BERRY	2310 Berry , Houston, TX 77093-7418
234	MS	VIII	1959	BIOTECH ACADEMY @ RUSK	2805 Garrow St, Houston, TX 77003-2323
42	MS	II	1949, 1957	BLACK	1575 Chantilly , Houston, TX 77018-4197
110	ES	IV	1964, 1980	BLACKSHEAR	2900 Holman , Houston, TX 77004-3294
182	ES	I	1950	JEFFERSON	5000 Sharman , Houston, TX 77009-2698
112	ES	III	1948, 1966, 1975, 2002	BONNER	8100 Elrod , Houston, TX 77017-5216
114	ES	V	2020	BRAEBURN	7707 Rampart , Houston, TX 77081-7105
116	ES	VII	2007	BRIARGROVE	6145 San Felipe , Houston, TX 77057-2899
344	Other	VII	2001	BRIARMEADOW	3601 Dunvale , Houston, TX 77063-5707
117	ES	III	1928, 1964, 1986	BRISCOE	321 Forest Hill , Houston, TX 77011-4898
197	ES	I	1936, 1960	LOOSCAN	3800 Robertson , Houston, TX 77009-4997
120	ES	I	1927, 1960, 2002	BROWNING	607 Northwood , Houston, TX 77009-4599
121	ES	II	2007	BRUCE	510 Jensen Drive , Houston, TX 77020
122	ES	I	1927, 1950, 1981	BURBANK ES	216 Tidwell , Houston, TX 77022-2046
43	MS	I	1949, 1954	BURBANK MS	315 Berry , Houston, TX 77022-3299
124	ES	VIII	1926	BURNET	5403 Canal , Houston, TX 77011-2431
125	ES	II	1963, 1980	BURRUS	701 East 33rd , Houston, TX 77022-5199
275	ES	VI	1991	BUSH	13800 Westerloch , Houston, TX 77077-1900
287	ES	VIII	1983	CAGE	4528 Leeland , Houston, TX 77023-3047
322	HS	VIII	2012	CARNEGIE VANGUARD	1501 Taft , Houston, TX 77019
292	ES	VIII	1993	CARRILLO	960 South Wayside , Houston, TX 77023-3412
27	HS	III	2000	CHAVEZ	8501 Howard , Houston, TX 77017-3829
48	MS	I	1977, 1979	CLIFTON	6001 Golden Forest , Houston, TX 77092-2399
123	ES	IV	1970	CODWELL	5225 Tavenor, Houston, TX 77048
130	ES	V	2016	CONDIT	7000 S Third, Houston, TX 77401
358	ES	II	2006	COOK	7115 Lockwood , Houston, TX 77016-7027
132	ES	II	2007	COOP	10130 Aldine-Westfield , Houston, TX 77093-5449
133	ES	III	1960	CORNELIUS	7475 Westover , Houston, TX 77087-6113
290	ES	III	1992	CRESPO	7500 Office City , Houston, TX 77012-4115
135	ES	VIII	1980, 2011	CROCKETT	2112 Crockett , Houston, TX 77007-3923
44	MS	IV	1954	CULLEN	6900 Scott , Houston, TX 77021-4899
136	ES	V	2011	CUNNINGHAM	5100 Gulfton , Houston, TX 77081-2906
402	Other	II		DAEP SECONDARY	1510 Jensen Dr. , Houston, TX 77020
396	ES	VI	2005	DAILY	12909 Briar Forest Drive , Houston, TX 77077
297	ES	III	1990	DAVILA	7610 Dahlia , Houston, TX 77012-2947

				CAMPUS YEAR BUILT REPORT	
TEA#	School Type	District	Year Built	School Name	Address
383	ES	III	2011	DE ANDA	7980 Almeda-Genoa, Houston, TX 77075
137	ES	I	2011	DE CHAUMES	155 Cooper , Houston, TX 77076-2541
138	ES	III	1928, 1966	DE ZAVALA	7521 Avenue H , Houston, TX 77012-1199
45	MS	III	1925, 1964, 1962, 1962, 1962	DEADY	2500 Broadway , Houston, TX 77012-1704
26	HS	IV	2017	DEBAKEY	2545 Pressler, Houston, TX 77030
140	ES	II	2013	DOGAN	4202 Liberty , Houston, TX 77026-5824
198	ES	I	1927	LOVE	1120 West 13th , Houston, TX 77008-6699
144	ES	I	1955, 1977	DURKEE	7301 Nordling , Houston, TX 77076-1636
345	HS	VIII	2009	EAST EARLY COLLEGE	220 N. Milby, Houston, TX
301	HS	VIII	2018, 2018, 2007	EASTWOOD ACADEMY	1315 Dumble , Houston, TX 77023-1999
78	MS	II	1966	FLEMING	4910 Collingsworth , Houston, TX 77026-5150
147	ES	VIII	1949, 1987, 1949	ELIOT	6411 Laredo , Houston, TX 77020-4930
475	ES	II	2000	ELMORE, B.C.	8200 TATE , Houston, TX 77028
172	ES	II	1950	HENDERSON, N.Q.	701 Solo , Houston, TX 77020-7013
149	ES	VI	2006	EMERSON	9533 Skyline , Houston, TX 77063-5215
468	HS	VIII	2017	ENERGY INSTITUTE	3501 Southmore Blvd., Houston, TX 77004
352	ECC	I	2005	FARIAS EC	515 East Rittenhouse , Houston, TX 77076-2611
52	MS	II	1964	HENRY	10702 East Hardy , Houston, TX 77093-4099
180	ES	II	1962	ISAACS	3830 Pickfair , Houston, TX 77026-3968
271	ES	IX	1967	FOERSTER	14200 Fonmeadow , Houston, TX 77035-5218
72	ES	IX	1955	FONDREN ES	6333 South Braeswood , Houston, TX 77096-3699
153	MS	V	1966	FONDREN MS	12405 Carlsbad , Houston, TX 77085-1211
47	MS	I	1959	FONVILLE	725 East Little York , Houston, TX 77076-1227
470	ECC	II	2016	FONWOOD ECC	9709 Mesa Dr , Houston, TX 77078
476	MS	II	1972	FOREST BROOK	7525 Tidwell Road, Houston, TX 7525
154	ES	IV	2006	FOSTER	3919 Ward , Houston, TX 77021-4842
155	ES	III	1948, 1978	FRANKLIN	7101 Canal , Houston, TX 77011-2797
156	ES	IX	2011	FROST	5002 Almeda-Genoa Rd, Houston, TX 77048
4	HS	VIII	2017	FURR	520 Mercury Dr, Houston, TX 77013
291	ES	III	1992	GALLEGOS	7415 Harrisburg , Houston, TX 77011-4741
283	ES	II	1993	GARCIA	9550 Aldine-Westfield , Houston, TX 77093-6211
157	Other	I	1941, 1957, 1979, 2018	GARDEN OAKS MONTESSORI	901 Sue Barnett , Houston, TX 77018-5415
158	ES	III	1931	GARDEN VILLAS	7185 Santa Fe , Houston, TX 77061-2621
159	ES	III	1949	GOLFCREST	7414 Fairway , Houston, TX 77087-3623
185	ES	II	1949, 1980	KASHMERE GARDENS	4901 Lockwood , Houston, TX 77026-2942
58	Other	VIII	2007	GREGORY-LINCOLN EDUCATION CENTER (PK-8)	1101 Taft , Houston, TX 77019-4598
79	MS	II	1957	KEY	4000 Kelley , Houston, TX 77026-1598
369	ES	IX	1980, 2002, 2006	GROSS	12583 South Gessner , Houston, TX 77071-2848
131	ECC	IX	1987	HALPIN EC	10901 Sandpiper , Houston, TX 77096-5717
49	MS	I	1919, 1925, 1981	HAMILTON	139 East 20th , Houston, TX 77008-2596
351	Other	I	1975, 1975, 2010	HARPER DAEP	4425 North Shepherd , Houston, TX 77018-4507
166	ES	III	1958	HARRIS, J.R.	801 Broadway , Houston, TX 77012-2195
167	ES	VIII	1958, 1995	HARRIS, R.P.	1262 Mae , Houston, TX 77015-5515
51	MS	III	1954, 2007	HARTMAN	7111 Westover , Houston, TX 77087-5943
168	ES	IV	1954, 1958	HARTSFIELD	5001 Perry , Houston, TX 77021-3515
169	ES	I	1923, 1979, 1988	HARVARD	810 Harvard , Houston, TX 77007-1607
12	HS	I	2006	HEIGHTS	413 East 13th , Houston, TX 77008-7021
170	ES	I	1919, 2012	HELMS	503 West 21st , Houston, TX 77008-1943
171	ES	VIII	1929, 1955, 1985	HENDERSON, J.P.	1800 Dismuke , Houston, TX 77023-4797
232	ES	II	1957	ROSS	2819 Bay St., Houston, TX 77026-3203
119	ES	III	1998	BROOKLINE	6301 South Loop East , Houston, TX 77087-1933
173	ES	V	2011	HEROD	5627 Jason , Houston, TX 77096-2110
286	ES	I	1993	HERRERA	525 Bennington , Houston, TX 77022-4911

				CAMPUS YEAR BUILT REPORT	
TEA#	School Type	District	Year Built	School Name	Address
34	HS	VIII	2018	HIGH SCHOOL FOR LAW AND JUSTICE	3505 Coyle St. , Houston, TX 77003
174	ES	II	2008	HIGHLAND HEIGHTS	865 Paul Quinn , Houston, TX 77091-4154
473	ES	II	2000	HILLIARD	8115 East Houston , Houston, TX 77028
395	ES	IX	2006	HINES-CALDWELL	5515 West Orem , Houston, TX 77085-1253
162	ES	III	2011	GREGG	6701 Roxbury , Houston, TX 77087-5103
53	MS	I	1929, 1955, 1979	HOGG	1100 Merrill , Houston, TX 77009-6099
50	MS	II	1979	HOLLAND	1600 Gellhorn , Houston, TX 77029-3397
178	ES	V	2011	HORN	4530 Holly Street , Houston, TX 77401-5599
348	HS	IV	1980	HOUSTON ACADEMY FOR INTERNATIONAL STUDIES	1810 Stuart , Houston, TX 77004-3043
456	MS	II	1965	HS AHEAD ACADEMY	5320 Yale , Houston, TX 77091-5730
25	HS	V	2018	HSPVA (KINDER)	790 Austin St. , Houston, TX 77002
281	ES	III	1983	SANCHEZ	2700 Berkley , Houston, TX 77012-3550
181	ES	I	1955	JANOWSKI	7500 Bauman , Houston, TX 77022-6199
102	ES	IV	1954	ALCOTT	5859 Bellfort , Houston, TX 77033-2199
6	HS	IV	1956, 2006	JONES HS - FUTURES ACADEMY	7414 St. Lo , Houston, TX 77033-2797
33	HS	II	2019	JORDAN HS for CAREERS	5800 Eastex Fwy, Houston, TX 77026
7	HS	II	1969, 2002	KASHMERE	6900 Wileyvale , Houston, TX 77028-1099
57	MS	IV	1929	LANIER	2600 Woodhead , Houston, TX 77098-1697
187	ES	IV	1951	KELSO	5800 Southmund , Houston, TX 77033-1896
188	ES	II	2012	KENNEDY	400 Victoria, Houston, TX 77022-2498
389	ES	I	2005	KETELSEN	600 Quitman , Houston, TX 77009-8113
201	ES	IV	1966	MACGREGOR	4801 LaBranch , Houston, TX 77004-5650
355	ECC	IX	2004	KING, M.L., JR. EC	3930 West Fuqua , Houston, TX 77045-6302
189	ES	V	2020	KOLTER	9710 Runneymeade , Houston, TX 77096-4220
8	HS	VII	1962, 2018, 2019	LAMAR HS	3325 Westheimer , Houston, TX 77098-1099
239	ES	IV	1952	SHEARN	9802 Stella Link , Houston, TX 77025-4697
192	ES	VIII	2007	LANTRIP	100 Telephone , Houston, TX 77023-1899
340	MS	V	NA	LAS AMERICAS (T-Building Campus at Long Academy)	6501 Bellaire Blvd, Houston, Houston, TX 77074
357	ECC	VIII	2005	LAURENZO ECC	205 North Delmar , Houston, TX 77011-2309
262	ES	IX	1966	GRISSOM	4900 Simsbrook , Houston, TX 77045-5321
75	MS	IX	2018	LAWSON	14000 Stancliff St, Houston, TX 77045
194	ES	III	2011	LEWIS	6745 Tipperary , Houston, TX 77061-2101
324	HS	VII	NA	LIBERTY (11th & 12th)	5407 Gulfton St, Houston, TX 77081 (Leased Site)
195	ES	IV	2012	LOCKHART	3200 Rosedale , Houston, TX 77004-6297
59	Other	V	1957	LONG ACADEMY	6501 Bellaire Blvd, Houston, TX 77074-6499
196	ES	V	2007	LONGFELLOW	3617 Norris , Houston, TX 77025-3600
175	ES	IX	1965	HOBBY	4021 Woodmont , Houston, TX 77045-3515
263	ES	IX	1966	LAW	12401 South Coast , Houston, TX 77047-2736
199	ES	V	2011	LOVETT	8814 South Rice , Houston, TX 77096-2622
128	ES	I	1992	LYONS	800 Roxella , Houston, TX 77076-4431
207	ES	IX	1960	MONTGOMERY	4000 Simsbrook , Houston, TX 77045-5699
203	ES	IV	2006	MADING	8511 Crestmont , Houston, TX 77033-1399
10	HS	IX	2019	MADISON	13719 White Heather Dr, Houston, TX 77045
460	Other	VII	2017	MANDARIN IMMERSION MAGNET SCHOOL	5445 W. Alabama, Houston, TX 77056
483	ES	VII	2016	MARK WHITE	2515 Old Farm Rd, Houston, TX 77063
61	ES	VIII	2000	MARSHALL ES	1115 Noble , Houston, TX 77009-8499
480	MS	I	1960, 1981	MARSHALL MS	6200 Winfield Road, Houston, TX 77050
289	ES	I	1994	MARTINEZ, C.	901 Hays , Houston, TX 77009-8910
298	ES	VIII	1992	MARTINEZ, R.	7211 Market , Houston, TX 77020-5422
179	ES	II	1999	MCGOWEN	6820 Homestead , Houston, TX 77028-5098
265	ES	IX	1966	PETERSEN	14404 Waterloo , Houston, TX 77045-6620
62	MS	VIII	1953, 1960, 2014	MCREYNOLDS	5910 Market , Houston, TX 77020-6699
204	ES	VII	1926	MEMORIAL	6401 Arnot , Houston, TX 77007-2007

TEA#	School Type	District	Year Built	School Name	Address
				CAMPUS YEAR BUILT REPORT	
55	MS	V	1959, 2000	MEYERLAND PERFORMING and VISUAL ARTS	10410 Manhattan , Houston, TX 77096-5299
458	Other	II	2017	MICKEY LELAND COLLEGE PREP	1700 Gregg St, Houston, TX 77020-2124
11	HS	III	2017, 2020	MILBY	1601 Broadway St, Houston, TX 77012
299	ES	IX	1990	MILNE	7800 Portal , Houston, TX 77071-1710
354	ECC	V	2005	MISTRAL CEC	6203 Jessamine , Houston, TX 77081-6304
264	ES	III	2020	MITCHELL	10900 Gulfdale , Houston, TX 77075-4608
127	Other	IX	1966	WOODSON (PK-5)	10720 Southview , Houston, TX 77047-1099
359	ES	I	2005	MORENO, J.E.	620 East Canino , Houston, TX 77037-4619
54	MS	VIII	1925, 1975	NAVARRO	5100 Polk , Houston, TX 77023-1498
394	ES	VI	2013	NEFF	8301 Neff Street , Houston, TX 77036-6397
209	ECC	VI	2012	NEFF ECC	8200 Carvel , Houston, TX 77036-6397
477	HS	II	2017	NORTH FOREST	10726 Mesa Dr , Houston, TX 77078
308	HS	I	2016	NORTH HOUSTON EARLY COLLEGE @ HCC FULTON	8001 Fulton St, Houston, TX 77022
210	ES	I	1963	NORTHLINE	821 Witcher , Houston, TX 77076-4818
3	HS	I	1926, 1978, 1992, 2000, 2003, 2018	NORTHSIDE	1101 Quitman , Houston, TX 77009-7815
211	ES	II	2004	OAK FOREST	1401 West 43rd , Houston, TX 77018-4198
148	ES	V	1964	ELROD	6230 Dumfries , Houston, TX 77096-4603
338	MS	III	2002	ORTIZ	6767 Telephone , Houston, TX 77061-2056
213	ES	II	1969	OSBORNE	800 Ringold , Houston, TX 77088-6337
113	ES	II	2007	PAIGE	7501 Curry , Houston, TX 77093-8896
214	ES	III	1979, 2002	PARK PLACE	8235 Park Place , Houston, TX 77017-3104
215	ES	IX	2018	PARKER	10626 Atwell Dr, Houston, TX 77096
216	ES	III	2012	PATTERSON	5302 Allendale , Houston, TX 77017-6214
217	ES	IV	2011	PECK	5001 Martin Luther King Blvd, Houston, TX
64	MS	V	2007	PERSHING	3838 Blue Bonnet Blvd, Houston, TX 77025
227	ES	V	1958	MCNAMARA	8714 McAvoy , Houston, TX 77074-7308
218	Other	VII	2007, 2019	PILGRIM ACADEMY	6302 Skyline Dr, Houston, TX 77056
337	MS	V	2002	PIN OAK	4601 Glenmont , Houston, TX 77401-2202
219	ES	VI	2010	PINEY POINT	8921 Pagewood , Houston, TX 77063-5543
220	ES	II	1955, 1965	PLEASANTVILLE	1431 Gellhorn , Houston, TX 77029-3313
221	ES	V	1928	POE	5100 Hazard , Houston, TX 77098-5396
222	ES	VIII	1962	PORT HOUSTON	1800 McCarty , Houston, TX 77029-3797
223	ES	VIII	1952	PUGH	1147 Kress , Houston, TX 77020-7416
382	Other	IX	2012	REAGAN K-8 EDUCATION CENTER	4842 Anderson Road , Houston, TX 77053-2202
224	ES	IV	1957	RED	4520 Tonawanda , Houston, TX 77035-3716
255	ES	V	1925	WEST UNIVERSITY	3756 University Blvd., Houston, TX 77005-2898
225	ES	IX	2006	REYNOLDS	9601 Rosehaven , Houston, TX 77051-3199
80	Other	V	1994	RICE SCHOOL (LA ESCUELA RICE)	7550 Seuss Dr, Houston, TX 77025-2271
228	ES	VII	1928, 2006	RIVER OAKS	2008 Kirby , Houston, TX 77019-6016
229	ES	V	1936	ROBERTS	6000 Greenbriar , Houston, TX 77030-1143
186	ES	VIII	2002	ROBINSON	12425 Woodforest , Houston, TX 77013-6110
372	ES	V	2002	RODRIGUEZ	5858 Chimney Rock , Houston, TX 77081-2715
231	ES	I	2011	ROOSEVELT	6700 Fulton , Houston, TX 77022-5499
111	ES	VI	1962	BONHAM	8302 Braes River , Houston, TX 77074-4299
233	ES	III	1953, 1979, 2002	RUCKER	5201 Vinett , Houston, TX 77017-4958
310	HS	I	2020	SAM HOUSTON MSTC	9400 Irvington , Houston, TX 77076-5299
60	MS	VI	1980	REVERE	10502 Briar Forest , Houston, TX 77042-2338
237	ES	II	2020	SCARBOROUGH ES (NEW)	3021 Little York , Houston, TX 77093-3599
24	HS	I	1966, 2017	SCARBOROUGH HS	4141 Costa Rica , Houston, TX 77092-5299
353	Other	VII	2006	SCHOOL AT ST. GEORGE PLACE (PK-5)	5430 Hildalgo , Houston, TX 77056-6211
269	ES	VIII	1968	SCROGGINS	400 Boyles , Houston, TX 77020-5299
373	ES	III	2003	SEGUIN	5905 Waltrip , Houston, TX 77087-5154

				CAMPUS YEAR BUILT REPORT	
TEA#	School Type	District	Year Built	School Name	Address
276	Other	VI	1991	SHADOWBRIAR (PK-5)	2650 Shadowbriar , Houston, TX 77077-6000
479	ES	II	2000	SHADYDALE	5905 Tidwell Road , Houston, TX 77106
23	HS	VI	2018	SHARPSTOWN	7504 Bissonnet St., Houston, TX 77074
81	Other	VI	1967	SHARPSTOWN INTERNATIONAL	8330 Triola Ln, Houston, TX 77036-6396
295	ES	VII	1992	BENAVIDEZ	6262 Gulfton , Houston, TX 77081-2306
240	ES	VIII	2013	SHERMAN	1909 McKee , Houston, TX 77009-8255
241	ES	VII	1959	SINCLAIR	6410 Grovewood , Houston, TX 77008-3222
242	ES	II	2013	SMITH, K.	4802 Chrystell , Houston, TX 77092-3512
486	HS	IX	2015	SOUTH EARLY COLLEGE	1930 Airport Blvd, Houston, TX 77051
244	ES	III	1936, 1950, 2011	SOUTHMAYD	1800 Coral , Houston, TX 77012-3123
14	HS	IV	2017, 2019	STERLING	11625 Martindale Rd, Houston, TX 77048
245	ES	II	1952, 1958	STEVENS	1910 La Monte , Houston, TX 77018-4619
98	MS	III	1994	STEVENSON	9595 Winkler , Houston, TX 77017-5838
163	MS	VI	2008	SUGAR GROVE ACADEMY	8405 Bonhomme , Houston, TX 77074-5609
248	ES	V	1960	SUTTON	7402 Albacore , Houston, TX 77074-6598
39	Other	VII	1962, 1981	T.H. ROGERS (PE-12)	5840 San Felipe St, Houston, TX 77057-3090
68	MS	VII	2002, 2008, 2013, 2015	TANGLEWOOD	5215 San Felipe , Houston, TX 77056-3605
77	MS	IV	1966, 1978	THOMAS	5655 Selinsky , Houston, TX 77048-1898
243	ES	IV	2007	THOMPSON	6121 Tierwester, Houston, TX 77021
279	ES	VIII	1980, 2006	TIJERINA	6501 Sherman , Houston, TX 77011-3521
374	ES	IX	2001	TINSLEY	11035 Bob White , Houston, TX 77096-5714
249	ES	I	2006	TRAVIS	3311 Beauchamp , Houston, TX 77009-6699
251	ES	V	2005	TWAIN	7500 Braes Blvd. , Houston, TX 77025-1899
285	ES	VI	1997	VALLEY WEST	10707 South Gessner , Houston, TX 77071-3507
252	ES	I	1962	WAINWRIGHT	5330 Milwee , Houston, TX 77092-6655
253	ES	VI	2007	WALNUT BEND	10620 Briar Forest , Houston, TX 77042-2320
15	HS	I	1959	WALTRIP	1900 West 34th , Houston, TX 77018-6186
16	HS	II	2018, 2020	WASHINGTON	4204 Yale St., Houston, TX 77018-6545
56	MS	IX	1979	WELCH	11544 South Gessner , Houston, TX 77071-2297
254	ES	II	1949, 1959	WESLEY	800 Dillard , Houston, TX 77091-2302
99	MS	VI	2002	WEST BRIAR	13733 Brimhurst , Houston, TX 77077-1770
46	MS	VIII	1983	EDISON	6901 Avenue I, Houston, TX 77011
17	HS	IX	1961, 1983, 1995, 2004, 2018, 2020	WESTBURY	11911 Chimney Rock , Houston, TX 77035-4599
36	HS	VI	2000	WESTSIDE	14201 Briar Forest , Houston, TX 77077-1806
256	Other	VIII	1929, 2018	WHARTON	900 West Gray , Houston, TX 77019-4226
18	HS	II	1958	WHEATLEY HS	4801 Providence , Houston, TX 77020-7235
257	ES	IV	1959, 1964	WHIDBY	7625 Springhill , Houston, TX 77021-6033
267	ES	VI	1967	WHITE	9001 Triola , Houston, TX 77036-6199
258	ES	VIII	1948	WHITTIER	10511 La Crosse , Houston, TX 77029-2111
82	MS	II	1962, 1978	WILLIAMS	6100 Knox , Houston, TX 77091-4143
260	ES	IX	1960, 1964	WINDSOR VILLAGE	14440 Polo , Houston, TX 77085-3399
9	HS	VII	2017	WISDOM	6529 Beverly Hill , Houston, TX 77057
212	ES	VIII	1929	OATES	10044 Wallisville , Houston, TX 77013-4616
19	HS	IX	1958, 1959, 2015, 2018	WORTHING	9216 Scott, Houston, TX 77051
20	HS	IV	2018, 2020	YATES	3650 Alabama St, Houston, TX 77004
247	ES	IV	1960	YOUNG	3555 Bellfort , Houston, TX 77051-1499
463	Other	IV	1925, 1981, 2017	YOUNG WOMEN'S COLLEGE PREPARATORY	1906 Cleburne St, Houston, TX 77004-4131

Classification and Compensation Study
Preliminary Report
for

Houston Independent School District

May 14, 2021

MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC
PREPARING FOR TOMORROW, TODAY...

2992 Reidville Road
Spartanburg, SC 29301
703-590-7250 – Phone

MANAGEMENT CONSULTING SERVICES

May 14, 2021

Dr. Grenita Lathan
Interim Superintendent of Schools
Houston Independent School District
4400 West 18th St.
Houston, TX 77092-8501

Dear Dr. Lathan,

Management Advisory Group International, Inc. (MAG) wishes to thank all the Houston ISD Human Resources staff who have worked so diligently with us on this project for their assistance. This is a very large, complex and important project and the collaborative spirit with which it is progressing will help ensure a class/comp structure that will reflect the District's "real" internal relationships as well as facilitate establishing a market relationship with peer and competitor organizations that will allow the District to attract and retain highly qualified employee across all areas and levels of employment.

This process has involved several major activities, including market surveys, employee/supervisor job content input and creation of a class/comp structure based on this information.

Market Survey: The market survey portion of the project has addressed classroom teacher pay comparability data, supplemental/stipend pay data and non-instructional salary information for approximately one hundred forty plus classes. The results of these surveys are presented in summary form as attachments to this narrative. At this point, while MAG consultants have made every effort to ensure "good" matches in the non-instructional salary survey data gathered, the data is presented in "raw" form and we encourage you and your staff to review the data and share any insights you may have that will make the survey data as "apples to apples" as possible.

For the non-instructional class market survey, the District appears to be somewhat behind the market across the board. While some of the market relationships are skewed due to HISD grade range anomalies, the majority of benchmark titles fall more than 20 – 30% below the relevant market at minimum, midpoint and maximum amounts. It should

be noted that salary survey information used for both HISD and the target organizations was "normalized" to reflect salary values for "full time" employment of 2080 hours per year. Attachment 1 contains the Market Survey Summary Report. Attachment 2 contains the Market Survey Detail Report.

For the classroom teacher survey, comparison was made for Bachelor's Degree level salaries through thirty (30) years of service. While HISD was slightly below the market (less than 5%) through the first ten years, market position improved such that for the final five years the District was more than 5% above the market. Although this overall indicates that the District is in good market position, some thought might be given to increasing the salary levels for the first ten years, as experience shows that if an organization can retain a new employee for five to seven years, there is less likelihood of losing that employee to another organization beyond that time frame. Attachment 3 contains the Teacher Salary Survey Summary Report.

For the supplement/stipend survey, data were gathered from 14 comparison districts. The amounts offered by HISD for administrator, academics, athletic, and "other" stipends were included in the analysis. Administrative stipends are both above and below the summary data from the comparison districts. For example, HISD offers a greater stipend for lead principals, but lower compensation for having a doctorate degree. HISD generally offers the significantly lower academic stipends, with the exception of the bilingual and some recruitment stipends. HISD offers lower athletics stipends in all but a few positions (e.g., swimming coordinator, boys' track and field head coach). In the area of "other" stipends, HISD was the only district in the group to offer bus drivers supplemental compensation. HISD teacher and speech therapist extra duty stipends are higher than the comparison average. Because of the great volume of data gathered for this survey, detailed information and a comprehensive summary are still being prepared.

Employee/Supervisor Job Content Input: This part of the project was somewhat disappointing. Employees and their immediate supervisors were allowed approximately three months to complete an on-line questionnaire detailing their major job functions and identifying what they perceived as the level of responsibility they had for the profile factors MAG uses to facilitate identifying internal relationships. Less than 25% of the 635 active job titles are represented by questionnaires completed by employees in those job titles. As a result of this lack of "subject matter expert" input, much of the internal relationship structure was done based on current job/class descriptions and typical internal relationships MAG's most senior consultants have seen across similar organizations.

Proposed Class/Comp Structure: The creation of a proposed compensation (pay grade/range) structure for the District was guided by both the average range width of survey benchmark ranges and the current grade/range width structure in place with the District. While the average range width for benchmark classes in the non-instructional market survey was slightly greater than 45%, the range structures for the District

fluctuated between as little as 4% to as much as 65% it appeared that 55% and 65% were very frequent range widths. While normally MAG would key proposed range width to the average survey range width, it was felt that such a significant range reduction would not serve the District well. Therefore, the proposed structure has a range width of 55% with grades being 5% apart at their market point. The exception to this is the lower grades which were "feathered" to accommodate the current base hourly rate paid by the District. This should provide the District with a pay structure that will keep it competitive with the relevant market and also provide a uniform, easily communicated and understood "internal relationship" structure for employees, supervisors and managers.

Classes were assigned to pay grades in this structure based on market survey data and internal relationships for benchmark titles and primarily on internal relationships, as identified from both current grade assignments and consultant experience, for non-benchmark titles. Job/class descriptions and, where available "subject matter expert", information also was considered in pay grade assignment. Because of this "whole job" approach to many pay grade assignments, MAG will look forward to receiving input from HISD Human Resources staff to ensure the most appropriate structure possible. Attachment 4 contains the proposed classification structure, by pay grade. Attachment 5 contains a "class comparison" report which details by proposed pay grade/range, the proposed title, current title (with current pay range) and market survey average values for benchmark titles. Attachment 6 lists proposed titles alphabetically, with pay grade (with range) and number of positions.

Implementation Cost Projection: Pending changes resulting from a collaborative review of preliminary pay grade assignments, the projected cost for implementing the recommended classification/compensation structure, using the following parameters, would be:

Implementation Date: 10/1/2021

Years to Maximum: 30 (decompression calculation parameter only)

Full Decompression through range based on Promotion Date

- **Adjustment to Minimum:** $13,147,169 to 4,296 Employees
- **Decompression Adjustment:** $38,823,631 to 6,663 Employees
- **Total Salary Cost:** $51,970,801 which is an approximately 9.22% increase

These parameters will result in approximately 6,900 employees receiving some amount of salary increase. Providing even a minimal across the board increase would likely result in a significantly greater number of employees receiving a salary increase without increasing total cost significantly.

SECTION 1.0
Market Survey Summary

Salary Survey Results for HOUSTON ISD, TX

Job Class Title	Normalizing Annual Hours:	2080		Averages For Each Job Class					Houston ISD							
		Min	Mid	Max	Range Width	Duty Days	Ann Hours	Actual	Normal Hours	Min		Mid		Max		Range Width
Crossing Guard		23,428	28,267	33,107	41.31%	177	1,173		2080	$38,085	38%	$38,085	26%	$38,085	13%	0.0%
Transportation Attendant		23,909	29,111	34,313	43.51%	194	1,319		2080	$29,120	18%	$29,120	0%	$29,120	-18%	0.0%
Custodian		25,317	30,613	35,908	41.84%	250	2,001		2080	$29,120	13%	$29,120	-5%	$29,120	-23%	0.0%
Food Service Attendant		25,550	30,901	36,252	41.88%	200	1,511		2080	$29,120	12%	$29,120	-6%	$29,120	-24%	0.0%
Non-Instructional Aide		25,409	31,785	38,161	50.19%	199	1,589		2080	$29,120	13%	$29,689	-7%	$30,258	-26%	3.9%
Grounds Worker		26,576	32,521	38,466	44.74%	255	2,042		2080	$29,120	9%	$29,120	-12%	$29,120	-32%	0.0%
General Clerk I		27,862	34,043	40,224	44.37%	229	1,812		2080	$29,120	4%	$29,689	-15%	$30,258	-33%	3.9%
Warehouser		28,580	34,823	41,067	43.69%	250	1,998		2080	$29,120	2%	$31,202	-12%	$33,284	-23%	14.3%
Warehouser Driver		29,376	36,224	43,071	46.62%	256	2,049		2080	$29,120	-1%	$31,202	-16%	$33,284	-29%	14.3%
Food Service Attendant Team Leader 2		32,376	39,776	47,177	45.72%	198	1,586		2080	$29,120	-11%	$29,689	-34%	$30,258	-56%	3.9%
Bus Driver		34,389	41,274	48,158	40.04%	198	1,524		2080	$37,440	8%	$37,440	-10%	$37,440	-29%	0.0%
Maintenance Repairer		34,254	42,528	50,802	48.31%	256	2,046		2080	$29,120	-18%	$36,715	-16%	$44,310	-15%	52.2%
Painter		33,880	42,676	51,473	51.93%	255	2,042		2080	$29,120	-16%	$36,715	-16%	$44,310	-16%	52.2%
Customer Service Representative		32,705	43,926	55,146	68.61%	258	2,060		2080	$29,120	-12%	$36,715	-20%	$44,310	-24%	52.2%
Plant Operator		35,415	44,309	53,203	50.23%	253	2,023		2080	$29,120	-22%	$31,202	-42%	$33,284	-60%	14.3%
Police Dispatcher		35,977	44,512	53,048	47.45%	257	2,057		2080	$29,120	-24%	$36,715	-21%	$44,310	-20%	52.2%
Administrative Assistant		36,373	45,382	54,391	49.54%	245	1,962		2080	$29,120	-25%	$36,715	-24%	$44,310	-23%	52.2%
Locksmith		39,125	48,481	57,837	47.83%	250	2,003		2080	$29,120	-34%	$36,715	-32%	$44,310	-31%	52.2%
Plumber		40,987	51,947	62,906	53.48%	254	2,033		2080	$34,583	-19%	$44,094	-18%	$53,604	-17%	55.0%
Manager, Food Service Café		43,028	51,950	60,872	41.47%	215	1,723		2080	$34,583	-24%	$44,094	-18%	$53,604	-14%	55.0%
Human Resources Business Partner Associate		41,187	52,865	64,542	56.71%	246	1,967		2080	$41,846	2%	$53,353	1%	$64,861	0%	55.0%
Transport Mechanic, Senior		41,262	53,063	64,863	57.20%	255	2,042		2080	$34,583	-19%	$44,094	-20%	$53,604	-21%	55.0%
Administrative Assistant, Senior		44,182	54,910	65,639	48.56%	244	1,966		2080	$31,439	-41%	$40,085	-37%	$48,731	-35%	55.0%
User Device Technician		44,994	55,879	66,763	48.38%	242	1,914		2080	$46,030	2%	$58,689	5%	$71,347	6%	55.0%
Electrician		43,546	55,880	68,215	56.65%	255	2,038		2080	$38,042	-14%	$48,503	-15%	$58,964	-16%	55.0%
Intermediate IT Customer Service Representative		45,843	56,381	66,918	45.97%	240	1,916		2080	$34,583	-33%	$44,094	-28%	$53,604	-25%	55.0%
Manager, Police Dispatch		48,048	57,713	67,378	40.23%	250	2,000		2080	$46,030	-4%	$58,689	2%	$71,347	6%	55.0%
HVAC Repairer, Senior		46,749	58,668	70,587	50.99%	255	2,038		2080	$41,846	-12%	$53,353	-10%	$64,861	-9%	55.0%
Category Specialist		47,955	59,526	71,098	48.26%	241	1,930		2080	$53,595	11%	$71,013	16%	$88,432	20%	65.0%
Executive Administrative Assistant, Senior		47,822	59,935	72,048	50.66%	243	1,959		2080	$46,030	-4%	$58,689	-2%	$71,347	-1%	55.0%
Police Officer		49,499	60,274	71,049	43.54%	249	2,052		2080	$38,042	-30%	$48,503	-24%	$58,964	-20%	55.0%
Student Information Representative		51,541	61,793	72,046	39.78%	220	1,759		2080	$29,120	-77%	$34,697	-78%	$40,273	-79%	38.3%
Benefits Counselor		49,854	63,240	76,627	53.70%	240	1,934		2080	$38,042	-31%	$48,503	-30%	$58,964	-30%	55.0%
Payroll Analyst, Senior		50,666	63,307	75,949	49.90%	243	1,940		2080	$48,723	-4%	$64,557	2%	$80,392	6%	65.0%
Compliance Analyst		54,983	66,172	77,362	40.70%	230	1,808		2080	$53,595	-3%	$71,013	7%	$88,432	13%	65.0%
Master Plumber		53,916	66,433	78,951	46.43%	255	2,037		2080	$48,723	-11%	$64,557	-3%	$80,392	2%	65.0%
Master Electrician		53,239	67,313	81,388	52.87%	257	2,058		2080	$48,723	-9%	$64,557	-4%	$80,392	-1%	65.0%
Internal Auditor		53,724	69,510	85,296	58.77%	249	1,989		2080	$46,030	-17%	$58,689	-18%	$71,347	-20%	55.0%
Electrician, Senior		55,689	71,208	86,726	55.73%	255	2,040		2080	$41,846	-33%	$53,353	-33%	$64,861	-34%	55.0%
Accountant		55,792	71,467	87,142	56.19%	245	1,957		2080	$46,030	-21%	$58,689	-22%	$71,347	-22%	55.0%

Job Class Title	Normalizing Annual Hours: 2080								Houston ISD						
	Min	Mid	Max	Range Width	Duty Days	Ann Hours	Actual	Normal Hours	Min		Mid		Max		Range Width
Director, School Office	58,620	71,487	84,354	43.90%	226	1,808		2080	$78,468	25%	$103,970	31%	$129,473	35%	65.0%
Human Resources Business Partner	55,798	73,319	90,841	62.80%	251	2,011		2080	$53,595	-4%	$71,013	-3%	$88,432	-3%	65.0%
Manager, Nutrition Services Operations	62,209	74,848	87,487	40.63%	227	1,813		2080	$46,030	-35%	$58,689	-28%	$71,347	-23%	55.0%
Parent Engagement Representative	61,616	75,385	89,153	44.69%	213	1,700		2080	$29,120	-112%	$32,866	-129%	$36,612	-144%	25.7%
Compensation Analyst	58,466	75,724	92,982	59.04%	248	1,981		2080	$46,030	-27%	$58,689	-29%	$71,347	-30%	55.0%
Network Operations Control Analyst	60,214	76,194	92,174	53.08%	235	1,881		2080	$43,073	-40%	$54,918	-39%	$66,764	-38%	55.0%
Area Manager, Maintenance	60,823	76,512	92,201	51.59%	254	2,033		2080	$58,954	-3%	$78,115	2%	$97,275	5%	65.0%
Police Sergeant	66,856	77,357	87,858	31.41%	257	2,054	77,896	2080	$48,723	-37%	$64,557	-20%	$80,392	-9%	65.0%
Speech Therapy Assistant	64,931	78,989	93,047	43.30%	188	1,621		2080	$41,846	-55%	$53,353	-48%	$64,861	-43%	55.0%
Librarian	65,533	79,679	93,825	43.17%	225	1,802		2080	$65,243	0%	$76,764	-4%	$88,284	-6%	35.3%
Manager, Student Records	66,066	79,762	93,459	41.46%	243	1,940		2080	$58,954	-12%	$78,115	-2%	$97,275	4%	65.0%
Investigator	66,747	80,204	93,660	40.32%	245	1,960		2080	$48,723	-37%	$64,557	-24%	$80,392	-17%	65.0%
Budget Analyst, Senior	63,044	80,343	97,641	54.88%	246	1,970		2080	$53,595	-18%	$71,013	-13%	$88,432	-10%	65.0%
Web Designer	62,979	80,571	98,163	55.87%	241	1,944		2080	$41,846	-51%	$53,353	-51%	$64,861	-51%	55.0%
Nurse	66,729	81,045	95,361	42.91%	216	1,761		2080	$65,243	-2%	$76,764	-6%	$88,284	-8%	35.3%
Social Worker	65,378	81,265	97,152	48.60%	223	1,785		2080	$46,030	-42%	$58,689	-38%	$71,347	-36%	55.0%
Business Analyst	62,921	83,212	103,503	64.50%	259	2,069		2080	$34,583	-82%	$44,094	-89%	$53,604	-93%	55.0%
Media Relations Specialist, Senior	66,326	83,676	101,026	52.32%	240	1,920		2080	$53,595	-24%	$71,013	-18%	$88,432	-14%	65.0%
Instructional Specialist	70,095	83,995	97,895	39.66%	212	1,759		2080	$48,723	-44%	$64,557	-30%	$80,392	-22%	65.0%
Manager, Data Quality	70,442	84,718	98,995	40.53%	232	1,856		2080	$58,954	-19%	$78,115	-8%	$97,275	-2%	65.0%
Nurse, Special Education	69,684	84,981	100,278	43.90%	190	1,520		2080	$65,243	-7%	$76,764	-11%	$88,284	-14%	35.3%
Teacher Development Specialist	72,957	86,451	99,945	36.99%	209	1,668		2080	$58,954	-24%	$78,115	-11%	$97,275	-3%	65.0%
Ethics & Compliance Analyst	72,003	86,455	100,907	40.14%	234	1,872		2080	$46,030	-56%	$58,689	-47%	$71,347	-41%	55.0%
Applications Developer	69,035	87,769	106,502	54.27%	243	1,940		2080	$60,684	-14%	$80,406	-9%	$100,128	-6%	65.0%
Student Assessment Data Specialist	70,755	89,472	108,189	52.91%	226	1,808		2080	$53,595	-32%	$71,013	-26%	$88,432	-22%	65.0%
Campus Instructional Technology Specialist	72,947	89,722	106,498	45.99%	202	1,675		2080	$48,723	-50%	$64,557	-39%	$80,392	-32%	65.0%
Speech Therapist	74,686	91,376	108,067	44.69%	202	1,708		2080	$65,243	-14%	$76,764	-19%	$88,284	-22%	35.3%
General Manager, Communications	75,061	91,403	107,746	43.55%	235	1,877		2080	$86,315	13%	$114,367	20%	$142,420	24%	65.0%
Dyslexia Interventionist	75,172	91,626	108,080	43.78%	208	1,667		2080	$65,243	-15%	$76,764	-19%	$88,284	-22%	35.3%
Network Systems Administrator	72,616	92,566	112,516	54.95%	241	1,931		2080	$60,684	-20%	$80,406	-15%	$100,128	-12%	65.0%
Special Education Program Specialist	76,418	92,611	108,804	42.38%	212	1,693		2080	$48,723	-57%	$64,557	-43%	$80,392	-35%	65.0%
College & Career Readiness Advisor	75,430	93,013	110,596	46.62%	208	1,667		2080	$46,030	-64%	$58,689	-58%	$71,347	-55%	55.0%
Curriculum Specialist	77,131	93,212	109,294	41.70%	210	1,683		2080	$53,595	-44%	$71,013	-31%	$88,432	-24%	65.0%
Senior Manager, Facilities Maintenance	69,601	94,001	118,402	70.12%	253	2,027		2080	$71,335	2%	$94,519	1%	$117,702	-1%	65.0%
Specialist, Applications Developer	71,755	94,012	116,268	62.04%	253	2,027		2080	$73,427	2%	$97,291	3%	$121,155	4%	65.0%
Manager, Special Education Program	77,919	95,193	112,466	44.34%	230	1,840		2080	$58,954	-32%	$78,115	-22%	$97,275	-16%	65.0%
Construction Project Manager	75,785	95,318	114,852	51.55%	245	1,962		2080	$58,954	-29%	$78,115	-22%	$97,275	-18%	65.0%
Specialist, Evaluation - ED Cert	78,651	95,571	112,491	43.03%	222	1,779		2080	$68,243	-15%	$79,759	-20%	$91,284	-23%	33.8%
Manager, Teacher Development	78,689	95,623	112,558	43.04%	234	1,870		2080	$64,850	-21%	$85,926	-11%	$107,002	-5%	65.0%
Manager, Student Assessment	79,509	96,446	113,383	42.60%	228	1,820		2080	$64,850	-23%	$85,926	-12%	$107,002	-6%	65.0%
Platform Systems Administrator	75,429	96,460	117,491	55.76%	244	1,951		2080	$60,684	-24%	$80,406	-20%	$100,128	-17%	65.0%
Audiologist	78,206	96,548	114,891	46.91%	203	1,621		2080	$48,723	-61%	$64,557	-50%	$80,392	-43%	65.0%
Senior Manager, Payroll	72,963	97,557	122,150	67.41%	257	2,053		2080	$71,335	-2%	$94,519	-3%	$117,702	-4%	65.0%

Job Class Title	Min	Mid	Max	Range Width	Duty Days	Ann Hours	Actual	Normal Hours	Min		Mid		Max		Range Width
Dean of Instruction Elementary School	80,154	97,748	115,341	43.90%	210	1,680		2080	$70,484	-14%	$79,608	-23%	$87,732	-31%	24.5%
Dean of Instruction Middle School	80,154	97,748	115,341	43.90%	210	1,680		2080	$71,868	-12%	$80,490	-21%	$89,112	-29%	24.0%
Counselor	79,925	97,756	115,591	44.62%	208	1,662		2080	$66,243	-21%	$77,764	-26%	$89,284	-29%	34.8%
Assistive Technology Specialist	81,674	97,814	113,954	39.52%	215	1,720		2080	$48,723	-68%	$64,557	-52%	$80,392	-42%	65.0%
Information Modeler, Senior	71,561	97,875	124,188	73.54%	253	2,021		2080	$80,770	11%	$107,020	9%	$133,271	7%	65.0%
Licensed Specialist in School Psychology	82,052	99,146	116,241	41.67%	199	1,594		2080	$68,243	-20%	$79,759	-24%	$91,284	-27%	33.8%
Senior Manager, Benefits Administration	76,090	100,793	125,495	64.93%	247	1,972		2080	$71,335	-7%	$94,519	-7%	$117,702	-7%	65.0%
Principal, Assistant Elementary School	82,998	101,430	119,862	44.42%	208	1,663		2080	$70,484	-18%	$79,608	-27%	$87,732	-37%	24.5%
Police Captain	85,374	101,661	117,947	38.15%	257	2,056		2080	$71,335	-20%	$94,519	-8%	$117,702	0%	65.0%
Manager, Multilingual Program	83,960	101,824	119,688	42.55%	236	1,888		2080	$58,954	-42%	$78,115	-30%	$97,275	-23%	65.0%
Health & Medical Services Manager	85,484	102,377	119,269	39.52%	240	1,920		2080	$58,954	-45%	$78,115	-31%	$97,275	-23%	65.0%
Treasurer	85,218	102,655	120,092	40.92%	243	1,941		2080	$86,315	1%	$114,367	10%	$142,420	16%	65.0%
Manager, Curriculum	85,069	103,082	121,094	42.35%	231	1,846		2080	$64,850	-31%	$85,926	-20%	$107,002	-13%	65.0%
Senior Manager, Risk Management	78,494	103,091	127,687	62.67%	253	2,020		2080	$71,335	-10%	$94,519	-9%	$117,702	-8%	65.0%
Principal, Assistant Middle School	85,364	104,270	123,175	44.29%	211	1,688		2080	$71,868	-19%	$80,490	-30%	$89,112	-38%	24.0%
Senior Manager, Special Education Services District W	89,150	108,128	127,105	42.57%	245	1,960		2080	$64,850	-37%	$85,926	-26%	$107,002	-19%	65.0%
Dean of Students High School	92,103	108,526	124,949	35.66%	215	1,720		2080	$77,607	-19%	$89,405	-21%	$101,203	-23%	30.4%
Manager, IT	86,312	110,717	135,122	56.55%	246	1,970		2080	$80,770	-7%	$107,020	-3%	$133,271	-1%	65.0%
Principal, Assistant High School	91,295	111,114	130,932	43.42%	214	1,709		2080	$77,607	-18%	$89,405	-24%	$101,203	-29%	30.4%
General Manager, Purchasing	91,918	115,474	139,030	51.25%	240	1,924		2080	$86,315	-6%	$114,367	-1%	$142,420	2%	65.0%
General Manager, Human Resources	92,527	120,081	147,634	59.56%	251	2,008		2080	$86,315	-7%	$114,367	-5%	$142,420	-4%	65.0%
Director, Communications & Marketing	99,415	120,658	141,901	42.73%	235	1,879		2080	$71,335	-39%	$94,519	-28%	$117,702	-21%	65.0%
School Support Officer	100,888	120,827	140,767	39.53%	238	1,904		2080	$86,315	-17%	$114,367	-6%	$142,420	1%	65.0%
Principal, Elementary School	102,125	123,376	144,627	41.62%	223	1,784		2080	$95,813	-7%	$97,994	-26%	$100,174	-44%	4.6%
Director, Health & Medical Services	99,885	127,293	154,701	54.88%	239	1,908		2080	$78,468	-27%	$103,970	-22%	$129,473	-19%	65.0%
General Manager, Facility Maintenance & Ops	105,463	129,631	153,799	45.83%	240	1,918		2080	$94,947	-11%	$125,804	-3%	$156,662	2%	65.0%
Director, Curriculum	107,655	129,791	151,926	41.12%	235	1,876		2080	$78,468	-37%	$103,970	-25%	$129,473	-17%	65.0%
Principal, Middle School	109,632	131,694	153,757	40.25%	226	1,810		2080	$96,900	-13%	$102,000	-29%	$107,100	-44%	10.5%
Assistant Chief of Police	113,036	131,871	150,707	33.33%	242	1,939		2080	$86,315	-31%	$114,367	-15%	$142,420	-6%	65.0%
Chief Audit Executive	104,416	133,052	161,687	54.85%	244	1,955	200,000	2080	$114,885	9%	$152,223	13%	$189,561	15%	65.0%
Technology Solutions Architect, Senior	86,422	133,595	171,609	98.57%	260	2,080		2080	$88,847	3%	$117,722	-13%	$146,598	-17%	65.0%
Director, Information Technology	107,095	134,681	162,268	51.52%	237	1,897		2080	$97,732	-10%	$129,495	-4%	$161,258	-1%	65.0%
Officer, Nutrition Services	112,779	134,929	157,079	39.28%	236	1,891		2080	$104,441	-8%	$138,385	2%	$172,328	9%	65.0%
Executive Director, Multilingual Program	114,046	138,038	162,030	42.07%	234	1,869		2080	$86,315	-32%	$114,367	-21%	$142,420	-14%	65.0%
Officer, Curriculum & Instruction	113,702	138,651	163,600	43.88%	236	1,888		2080	$94,947	-20%	$125,804	-10%	$156,662	-4%	65.0%
Director, Secondary Curriculum & Development	115,034	138,797	162,560	41.32%	238	1,904		2080	$78,468	-47%	$103,970	-33%	$129,473	-26%	65.0%
Executive Director, Special Education	117,776	139,204	160,632	36.39%	235	1,876		2080	$86,315	-36%	$114,367	-22%	$142,420	-13%	65.0%
Deputy General Counsel	116,151	141,373	166,595	43.43%	234	1,872		2080	$94,947	-22%	$125,804	-12%	$156,662	-6%	65.0%
Assistant General Counsel	118,974	143,401	167,827	41.06%	244	1,948		2080	$86,315	-38%	$114,367	-25%	$142,420	-18%	65.0%
Director, Social & Emotional Learning	115,045	144,658	174,270	51.48%	226	1,808		2080	$78,468	-47%	$103,970	-39%	$129,473	-35%	65.0%
Officer, Facilities Services	119,977	145,091	170,206	41.87%	243	1,944		2080	$104,441	-15%	$138,385	-5%	$172,328	1%	65.0%
Executive Director, Counseling & Compliance	124,155	147,191	170,227	37.11%	232	1,856		2080	$86,315	-44%	$114,367	-29%	$142,420	-20%	65.0%
Chief of Police	119,048	151,721	184,394	54.89%	242	1,959		2080	$114,885	-4%	$557,442	73%	$999,999	82%	770.4%

Job Class Title	Min	Mid	Max	Range Width	Duty Days	Ann Hours	Actual	Normal Hours	Min		Mid		Max		Range Width
Normalizing Annual Hours: 2080 — Averages For Each Job Class															
Principal, High School	127,634	152,892	178,150	39.58%	231	1,849		2080	$117,000	-9%	$124,800	-23%	$132,600	-34%	13.3%
Officer, Special Populations	128,773	159,820	190,868	48.22%	240	1,920		2080	$104,441	-23%	$138,385	-15%	$172,328	-11%	65.0%
Area Superintendent	141,254	167,139	193,023	36.65%	228	1,820		2080	$114,885	-23%	$152,223	-10%	$189,561	-2%	65.0%
Chief Communications Officer	143,469	173,036	202,603	41.22%	237	1,898		2080	$114,885	-25%	$557,442	69%	$999,999	80%	770.4%
Chief of Staff	135,967	177,461	218,955	61.04%	250	2,000	264,600	2080	$114,885	-18%	$557,442	68%	$999,999	78%	770.4%
Chief Technology Officer	139,459	178,362	217,265	55.79%	242	1,935		2080	$114,885	-21%	$557,442	68%	$999,999	78%	770.4%
Chief Human Resources Officer	157,465	191,232	224,999	42.89%	237	1,898		2080	$114,885	-37%	$557,442	66%	$999,999	78%	770.4%
Chief Strategy & Innovation Officer	163,024	191,762	220,499	35.26%	232	1,856		2080	$114,885	-42%	$557,442	66%	$999,999	78%	770.4%
Chief Operating Officer	157,266	193,054	228,842	45.51%	238	1,905		2080	$114,885	-37%	$557,442	65%	$999,999	77%	770.4%
General Counsel	166,246	194,246	222,245	33.68%	239	1,909		2080	$114,885	-45%	$557,442	65%	$999,999	78%	770.4%
Chief Financial Officer	166,279	201,686	237,093	42.59%	239	1,908	253,575	2080	$114,885	-45%	$557,442	64%	$999,999	76%	770.4%
Chief Academic Officer	174,812	207,698	240,584	37.62%	235	1,877		2080	$114,885	-52%	$557,442	63%	$999,999	76%	770.4%
Survey Averages	**76,771**	**94,692**	**112,546**	**46.60%**	**234**	**1,873**	**199,018**	**47.47%**	62,502		107,261		152,006		143.20%
% Difference									-22.83%		11.72%		25.96%		

SECTION 2.0
Market Survey Detail

Salary Survey Results for HOUSTON ISD, TX

Accountant

Descrip | Maintains and reconciles general ledger accounts, bank statements, and fixed assets. Prepares, posts, and verifies accuracy of journal entries. Prepares and files required reports; ensures compliance with tax, grant, and audit requirements. Maintains comprehensive accounting records. Monitors expenditures. Prepares analysis schedules and cash flow projections. Assists with budget reporting functions.

Quals | Bachelor's Degree and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	Accountant	Good	39,728	57,382	75,036	88.9%		260	2080	39,728	57,382	75,036
City of Dallas	Accountant III	Good	41,490	49,383	57,275	38.0%		260	2080	41,490	49,383	57,275
Harris County	Accountant I	Good	42,640	57,720	72,800	70.7%		260	2080	42,640	57,720	72,800
Cypress-Fairbanks ISD	Accountant I	Good	46,078	55,183	64,288	39.5%		250	2000	47,921	57,390	66,860
City of Austin, TX	Accountant I	Good	49,878	69,462	89,045	78.5%		260	2080	49,878	69,462	89,045
Klein ISD	Accountant, Staff	Good	50,954	62,139	73,323	43.9%		226	1808	58,620	71,487	84,354
Aldine ISD	Accountant	Good	52,009	78,127	104,244	100.4%		226	1808	59,833	89,880	119,927
Forth Worth ISD	Accountant	Good	60,055	72,414	84,773	41.2%		240	1920	65,060	78,449	91,837
Katy ISD	Accountant	Good	65,864	78,883	91,901	39.5%		238	1904	71,952	86,174	100,396
Tomball ISD	Accountant	Good	70,230	84,615	98,999	41.0%		226	1808	80,796	97,344	113,893
Average			**51,893**	**66,531**	**81,168**	**58.2%**				**55,792**	**71,467**	**87,142**
Houston ISD	Accountant		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
							$ Difference			-9,762	-12,778	-15,795
							% Difference			-21.2%	-21.8%	-22.1%

Administrative Assistant

Descrip | Provides secretarial support to departmental staff and managers. Drafts and prepares all correspondence. Sorts and distributes mail. Maintains department calendar and schedules appointments. Answers calls and directs inquiries to appropriate source. Maintains office filing system. Assists with data input. Orders and maintains department supplies.

Quals | High School Diploma or GED equivalent and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At Min	2080 Hours/Yr Mid	Max
Fort Bend ISD	Administrative Assistant	Good	28,025	34,180	40,336	43.9%		238	1904	30,615	37,340	44,065
Klein ISD	Secretary, (department)	Good	31,114	38,465	45,816	47.3%		235	1880	34,424	42,557	50,690
Galena Park ISD	Secretary, Program Directors	Good	31,640	38,113	44,585	40.9%		226	1808	36,400	43,846	51,293
Alief ISD	Secretary Various Areas CSP5	Good	33,043	40,297	47,550	43.9%		235	1880	36,559	44,584	52,608
City of Austin, TX	Administrative Assistant	Good	33,093	43,472	53,851	62.7%		260	2080	33,093	43,472	53,851
San Antonio ISD	Secretary, Department	Good	33,800	43,451	53,102	57.1%		260	2080	33,800	43,451	53,102
Pearland ISD	Secy Dir (Program)	Good	34,605	41,442	48,278	39.5%		261	2088	34,472	41,283	48,093
Cypress-Fairbanks ISD	Secretary, (Department)	Good	34,830	41,717	48,603	39.5%		250	2000	36,223	43,385	50,547
Katy ISD	Secretary	Good	34,919	41,812	48,704	39.5%		238	1904	38,147	45,677	53,206
Tomball ISD	Secretary (Department)	Good	36,558	44,043	51,528	40.9%		226	1808	42,058	50,669	59,280
Harris County	Administrative Assistant III	Good	36,858	46,623	56,389	53.0%		260	2080	36,858	46,623	56,389
Forth Worth ISD	Admin Assistant Ia	Good	37,356	45,875	54,394	45.6%		240	1920	40,469	49,698	58,927
City of Houston	Administrative Assistant	Good	39,728	57,382	75,036	88.9%		260	2080	39,728	57,382	75,036
Average			**34,275**	**42,836**	**51,398**	**49.4%**				**36,373**	**45,382**	**54,391**
Houston ISD	Administrative Assistant		**29,120**	**36,715**	**44,310**	**52.2%**		**260**	**2080**	**29,120**	**36,715**	**44,310**
							$ Difference			-7,253	-8,667	-10,081
							% Difference			-24.9%	-23.6%	-22.8%

Salary Survey Results for HOUSTON ISD, TX

Administrative Assistant, Senior

Descrip	Provides secretarial and administrative support for general manager, assistant superintendent, and executive principal in areas of correspondence, report preparation, public relations, managing calendars, and scheduling meetings. Researches and compiles data. Helps develop and maintain department budget. Maintains and manages departmental records. Serves as lead administrative employee on projects or assignments.
Quals	High School Diploma or GED equivalent and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Harris County	Executive Assistant I	Good	32,302	37,929	43,556	34.8%		260	2080	32,302	37,929	43,556
City of Austin, TX	Administrative Assistant, Senior	Good	34,424	47,247	60,070	74.5%		260	2080	34,424	47,247	60,070
Fort Bend ISD	Executive Assistant II	Good	37,584	45,824	54,063	43.8%		238	2080	37,584	45,824	54,063
Aldine ISD	Executive Asst to Asst Supt/Chief	Good	40,355	52,693	65,032	61.2%		226	1808	46,426	60,620	74,815
San Antonio ISD	Secretary, Executive	Good	40,685	49,067	57,450	41.2%		260	2080	40,685	49,067	57,450
Tomball ISD	Secretary, Asst Superintendent	Good	40,933	49,322	57,711	41.0%		226	1808	47,091	56,742	66,393
Forth Worth ISD	Admin Assistant IIA	Good	41,470	50,927	60,384	45.6%		240	1920	44,926	55,171	65,416
Pearland ISD	Secy Asst Supt	Good	43,503	51,180	58,857	35.3%		240	1920	47,128	55,445	63,762
City of Dallas	Executive Secretary	Good	45,638	66,110	86,581	89.7%		260	2080	45,638	66,110	86,581
Cypress-Fairbanks ISD	Secretary, Assistant Superintendent	Good	46,278	55,423	64,568	39.5%		250	2000	48,129	57,640	67,151
Katy ISD	Secretary A/SUPT	Good	46,572	55,768	64,964	39.5%		238	1904	50,877	60,923	70,970
Galena Park ISD	Administrative Assistant, Assistant Superintende	Good	48,420	58,313	68,205	40.9%		229	1832	54,974	66,206	77,438
Average			**41,514**	**51,650**	**61,787**	**48.9%**				**44,182**	**54,910**	**65,639**
Houston ISD	Administrative Assistant, Senior		**31,439**	**40,085**	**48,731**	**55.0%**		**260**	**2080**	**31,439**	**40,085**	**48,731**
								$ Difference		-12,743	-14,825	-16,908
								% Difference		-40.5%	-37.0%	-34.7%

Applications Developer

Descrip | Plans and directs studies of applications. Prepares design proposals to reflect cost, time, and alternative actions. Develops test plans and protocols for evaluation of system performance. Develops, analyzes, and maintains tools that support and automate processes for software product releases. Provides technical leadership in developing applications, programs, reports, and analyzing business requirements. Compiles data and research results. Develops, assesses, and communicates website usage and security policies and standards.

Quals | Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Prpgrammer/Analyst I	Good	54,519	68,408	82,296	50.9%		230	1840	61,630	77,330	93,030
City of Austin, TX	Applications Programmer	Good	58,261	82,670	107,078	83.8%		260	2080	58,261	82,670	107,078
Klein ISD	Developer I, Application	Good	59,558	72,060	84,562	42.0%		235	1880	65,894	79,726	93,558
Cypress-Fairbanks ISD	Programmer/Analyst	Good	61,463	73,609	85,755	39.5%		250	2000	63,922	76,553	89,185
Harris County	Appls Systems Anl/Pgmr II	Good	63,802	80,709	97,617	53.0%		260	2080	63,802	80,709	97,617
City of Houston	IT Professional - Applications	Good	64,272	95,849	127,426	98.3%		260	2080	64,272	95,849	127,426
Aldine ISD	Programmer Analyst, Technology	Good	64,299	88,039	111,780	73.8%		226	1808	73,973	101,284	128,596
Fort Bend ISD	Programmer Applications Jr	Good	67,650	82,501	97,352	43.9%		260	2080	67,650	82,501	97,352
Galena Park ISD	Computer Programmer	Good	68,686	82,743	96,800	40.9%		226	1808	79,019	95,191	111,363
Tomball ISD	Programmer/Analyst	Good	70,230	84,615	98,999	41.0%		226	1808	80,796	97,344	113,893
Alief ISD	Applications Programmer	Good	72,458	87,037	101,616	40.2%		235	1880	80,166	96,296	112,427
Average			**64,109**	**81,658**	**99,207**	**55.2%**				**69,035**	**87,769**	**106,502**
Houston ISD	Applications Developer		**60,684**	**80,406**	**100,128**	**65.0%**		**260**	**2080**	**60,684**	**80,406**	**100,128**
								$ Difference		-8,351	-7,363	-6,374
								% Difference		-13.8%	-9.2%	-6.4%

Salary Survey Results for HOUSTON ISD, TX

Area Manager, Maintenance

Descrip | Plans, manages, coordinates, and controls activities of maintenance personnel for assigned schools and facilities. Enforces board policies and procedures and safety regulations. Advises regional offices and principals on maintenance issues. Manages budget by monitoring use and cost of labor and materials. Establishes standards and policy for installment, modifications, quality control testing, operating procedures and inspections. Coordinates training for assigned personnel.

Quals | High School Diploma or GED equivalent and seven (7) years of progressively responsible experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Field Supervisor	Good	50,419	60,798	71,178	41.2%		260	2080	50,419	60,798	71,178
Fort Bend ISD	Manager, Maintenance	Good	53,422	65,550	77,677	45.4%		260	2080	53,422	65,550	77,677
City of Dallas	Manager II	Good	55,222	79,994	104,765	89.7%		260	2080	55,222	79,994	104,765
City of Austin, TX	General Maintenance Manager	Good	56,139	84,760	113,381	102.0%		260	2080	56,139	84,760	113,381
Katy ISD	MA Supervisor Area	Good	61,680	71,389	81,098	31.5%		261	2088	61,443	71,115	80,787
Pearland ISD	Supervisor MEP	Good	61,967	74,212	86,456	39.5%		261	2088	61,730	73,927	86,125
Klein ISD	Manager, Maintenance Info Center	Good	63,568	77,530	91,493	43.9%		235	1880	70,330	85,778	101,226
Forth Worth ISD	Coordinator IV – Operations Management	Good	64,858	78,208	91,558	41.2%		240	1920	70,263	84,725	99,188
Cypress-Fairbanks ISD	Supervisor Crafts/Maintenance	Good	65,803	78,807	91,810	39.5%		250	2000	68,435	81,959	95,482
Average			**59,231**	**74,583**	**89,935**	**52.7%**				**60,823**	**76,512**	**92,201**
Houston ISD	Area Manager, Maintenance		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
								$ Difference		-1,869	1,603	5,074
								% Difference		-3.2%	2.1%	5.2%

Area Superintendent

Descrip Recruits, selects, supervises, monitors, and evaluates performance of school support officers, lead principals, and principals at all level schools. Sets goals for school support officers focused on student academic growth. Makes recommendations to Superintendent of Schools and Chief Academic Officer concerning selection and assignment of school administrators. Collaborates with school support officers to determine school needs, assess progress, and ensure school needs are met.

Quals Master's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Galena Park ISD	Executive Director, School Administration & Pri	Good	121,070	145,868	170,667	41.0%		229	1832	137,459	165,615	193,770
Tomball ISD	Asst Superintendent (Elementary/Secondary)	Good	126,081	146,607	167,132	32.6%		226	1808	145,049	168,662	192,276
Average			**123,576**	**146,237**	**168,899**	**36.8%**				**141,254**	**167,139**	**193,023**
Houston ISD	Area Superintendent		**114,885**	**152,223**	**189,561**	**65.0%**		**260**	**2080**	**114,885**	**152,223**	**189,561**
							$ Difference			-26,369	-14,916	-3,462
							% Difference			-23.0%	-9.8%	-1.8%

Assistant Chief of Police

Descrip Plans, organizes, and directs district wide policies and safety related programs and services in order to provide a safe district environment. Develops policies, procedures, and strategies. Directs division managers.
Serves as liaison to district administrators, law enforcement executives, community groups, courts, and the District Attorney's Office. Oversees and monitors issues requiring police attention throughout the district.

Quals Bachelor's Degree and three (3) years of experience. Requires TCOLE Advanced Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Assistant Chief of Police	Good	79,350	98,736	118,121	48.9%		230	1840	89,700	111,614	133,528
Klein ISD	Assistant Chief	Good	79,987	96,970	113,952	42.5%		240	1920	86,653	105,050	123,448
Katy ISD	Deputy Chief of Police	Good	86,713	103,851	120,990	39.5%		238	1904	94,728	113,451	132,174
Aldine ISD	Police Captain	Good	92,999	118,250	143,501	54.3%		226	1808	106,990	136,040	165,090
City of Dallas	Assistant Chief of Police	Good	150,071	162,536	175,000	16.6%		260	2080	150,071	162,536	175,000
City of Houston	Assistant Chief of Police	Good	150,071	162,536	175,000	16.6%		260	2080	150,071	162,536	175,000
Average			**106,532**	**123,813**	**141,094**	**36.4%**				**113,036**	**131,871**	**150,707**
Houston ISD	Assistant Chief of Police		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
								$ Difference		-26,721	-17,504	-8,287
								% Difference		-31.0%	-15.3%	-5.8%

Assistant General Counsel

Descrip	Assists the general counsel in providing legal advice, services, and professional training to the Board of Education, Superintendent, and administrative staff regarding all laws, rules, and regulations affecting education. Drafts, reviews, and negotiates a wide variety of contracts. Provides advice and counsel to central office staff and school administrative staff on various business-related legal issues. Represents the district in administrative proceedings and grievances.
Quals	Juris Doctorate from an American Bar Association accredited law school and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Assistant General Counsel	Good	100,000	125,741	151,481	51.5%		226	1808	115,045	144,658	174,270
Fort Bend ISD	Associate General Counsel/Director Legal Servic	Good	101,629	124,699	147,768	45.4%		260	2080	101,629	124,699	147,768
Katy ISD	Assistant General Counsel	Good	112,019	131,112	150,204	34.1%		238	1904	122,374	143,231	164,089
Cypress-Fairbanks ISD	Assistant General Counsel	Good	131,585	154,823	178,060	35.3%		250	2000	136,848	161,015	185,182
Average			**111,308**	**134,093**	**156,878**	**41.6%**				**118,974**	**143,401**	**167,827**
Houston ISD	Assistant General Counsel		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
								$ Difference		-32,659	-29,034	-25,407
								% Difference		-37.8%	-25.4%	-17.8%

Salary Survey Results for HOUSTON ISD, TX

Assistive Technology Specialist

Descrip	Provides student specific assistive technology services. Conducts appropriate assistive technology consideration, evaluation, and intervention services to support students with disabilities. Communicates with district personnel and customers. Provides student specific technical support. Adapts, constructs, or recommends specialized equipment to facilitate student performance. Serves as a resource for campus administration concerning the interpretation of the assistive technology program.
Quals	Bachelor's Degree and one (1) year of experience providing special education or related services to students with special needs. Requires Texas Licensure/Certification in at least one(1) of the following areas: Speech-Language Pathologist, Certificate of Clinical Competence (CCC), Speech-Language Pathology (CCC-SLP), Occupational Therapist, Physical Therapist, Educational Diagnostician, Specialist in School Psychology, or Special Education Teacher.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Pearland ISD	Spec Ed Tech	Good	67,538	80,885	94,231	39.5%		215	1720	81,674	97,814	113,954
Average			**67,538**	**80,885**	**94,231**	**39.5%**				**81,674**	**97,814**	**113,954**
Houston ISD	Assistive Technology Specialist		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
							$ Difference			-32,951	-33,257	-33,562
							% Difference			-67.6%	-51.5%	-41.7%

Audiologist

Descrip | Administers hearing, tympanometry, and evoked otoacoustic emission testing. Assesses, fits, orients, and checks hearing aids using real ear measurements and sound field testing. Confers and consults with District staff regarding results of evaluations, the referral process, educational implications, and services provided. Oversees management of amplification for classroom and personal student use throughout District. Confers and consults with parents concerning hearing loss, its educational impact, and services needed by student.

Quals | Doctoral Degree and six (6) months of experience. Must be licensed by the Texas State Board of Examiners for Speech-Pathology and Audiology. Requires Certificate of Clinical Competence in Audiology.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Audiologist Deaf CO-OP (RDSPD)	Good	50,119	61,121	72,123	43.9%		187	1496	69,684	84,981	100,278
Cypress-Fairbanks ISD	Audiologist	Good	59,273	70,985	82,697	39.5%		202	1616	76,292	91,367	106,442
Klein ISD	Audiologist	Good	61,812	74,985	88,159	42.6%		204	1632	78,780	95,569	112,359
Aldine ISD	Audiologist	Good	64,299	88,028	111,757	73.8%		226	1808	73,973	101,271	128,570
Katy ISD	Audiologist	Good	64,580	77,344	90,108	39.5%		187	1496	89,791	107,537	125,284
Forth Worth ISD	Audiologist	Good	65,192	79,610	94,028	44.2%		210	1680	80,714	98,565	116,416
Average			**60,879**	**75,346**	**89,812**	**47.3%**				**78,206**	**96,548**	**114,891**
Houston ISD	Audiologist		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
							$ Difference			-29,483	-31,991	-34,499
							% Difference			-60.5%	-49.6%	-42.9%

Benefits Counselor

Descrip	Implements employee health and wellness programs. Coordinates in-service meetings concerning employee benefits program and program for uninsured children. Responds to benefits inquiries. Manages escalated benefit administration/claim issues. Provides open enrollment information and periodic training for campus benefit coordinators.
Quals	Bachelor's Degree and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Galena Park ISD	Employee Benefits Specialist	Good	34,153	41,150	48,147	41.0%		226	1808	39,291	47,341	55,390
San Antonio ISD	Employee Benefits Specialist	Good	35,990	43,406	50,821	41.2%		230	1840	40,685	49,067	57,450
Alief ISD	Benefits Specialist	Good	36,590	44,629	52,668	43.9%		235	1880	40,482	49,377	58,271
Klein ISD	Specialist, Insurance Benefits	Good	38,277	47,376	56,475	47.5%		235	1880	42,349	52,416	62,483
Cypress-Fairbanks ISD	Insurance And Benefits Specialist	Good	46,278	55,423	64,568	39.5%		250	2000	48,129	57,640	67,151
Forth Worth ISD	Specialist II – Benefits	Good	46,562	55,987	65,412	40.5%		240	2080	46,562	55,987	65,412
Aldine ISD	HR Benefits Specialist	Good	46,568	79,412	112,255	141.1%		257	2056	47,112	80,339	113,565
City of Austin, TX	Benefits Specialist	Good	49,878	69,462	89,045	78.5%		260	2080	49,878	69,462	89,045
Katy ISD	Analyst Benefit	Good	53,997	64,679	75,360	39.6%		238	1904	58,989	70,658	82,326
Fort Bend ISD	Benefits Coordinator	Good	54,160	66,453	78,746	45.4%		238	1904	59,166	72,596	86,025
Pearland ISD	Spec Emp Benefits	Good	67,011	80,292	93,572	39.6%		230	1840	75,752	90,764	105,777
Average			**46,315**	**58,933**	**71,552**	**54.3%**				**49,854**	**63,240**	**76,627**
Houston ISD	Benefits Counselor		**38,042**	**48,503**	**58,964**	**55.0%**		**260**	**2080**	**38,042**	**48,503**	**58,964**
								$ Difference		-11,812	-14,737	-17,663
								% Difference		-31.1%	-30.4%	-30.0%

Budget Analyst, Senior

Descrip	Provides analytical support for complex budget projects. Serves as a technical resource to budget analysts during annual budget development process for schools, centralized departments, and regional offices. Monitors progress of impending departmental projects. Conducts workshops for principals, business managers, and regional office personnel in the areas of budget coding, budgetary processes, position management, and compliance guidelines.
Quals	Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Katy ISD	Analyst Budget, Treasury	Good	39,451	47,257	55,064	39.6%		238	1904	43,098	51,626	60,154
City of Dallas	Budget Analyst II	Good	41,490	60,086	78,682	89.6%		260	2080	41,490	60,086	78,682
City of Houston	Financial Analyst III	Good	48,880	72,072	95,264	94.9%		260	2080	48,880	72,072	95,264
Harris County	Budget Analyst	Good	59,155	74,842	90,529	53.0%		260	2080	59,155	74,842	90,529
San Antonio ISD	Budget Analyst, Senior	Good	59,800	73,315	86,830	45.2%		230	1840	67,600	82,878	98,155
Forth Worth ISD	Analyst IV – Budget/PC	Good	64,858	78,208	91,558	41.2%		240	1920	70,263	84,725	99,188
Cypress-Fairbanks ISD	Accountant IV, Budget	Good	65,803	78,807	91,810	39.5%		250	2000	68,435	81,959	95,482
Klein ISD	Budget Analyst, Senior	Good	68,478	83,072	97,666	42.6%		226	1808	78,780	95,570	112,359
City of Austin, TX	Budget Analyst IV	Good	70,637	98,925	127,213	80.1%		260	2080	70,637	98,925	127,213
Fort Bend ISD	Budget Analyst, Senior	Good	75,158	92,220	109,281	45.4%		238	1904	82,105	100,744	119,383
Average			**59,371**	**75,880**	**92,390**	**57.1%**				**63,044**	**80,343**	**97,641**
Houston ISD	Budget Analyst, Senior		**53,595**	**71,013**	**88,432**	**65.0%**		**260**	**2080**	**53,595**	**71,013**	**88,432**
								$ Difference		-9,449	-9,330	-9,209
								% Difference		-17.6%	-13.1%	-10.4%

Bus Driver

Descrip | Picks up students at designated stops. Transports students in a safe and timely manner and delivers them to designated locations within the District. Complies with local traffic regulations. Reports delays or accidents. Verifies equipment is operating properly.

Quals | High School Diploma or GED equivalent and six (6) months of experience. Valid Texas Class "B" Commercial Driver's License.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Alief ISD	Bus Driver	Good	16,780	20,396	24,012	43.1%		177	1062	32,864	39,946	47,029
Tomball ISD	Bus Driver	Good	18,797	22,111	25,424	35.3%		177	1416	27,611	32,479	37,346
Forth Worth ISD	Bus Driver	Good	20,196	24,404	28,611	41.7%		187	1122	37,440	45,240	53,040
Fort Bend ISD	Bus Driver	Good	22,296	27,202	32,108	44.0%		180	1440	32,205	39,292	46,378
Katy ISD	Bus Driver	Good	23,324	27,608	31,892	36.7%		175	1400	34,653	41,018	47,382
Pearland ISD	Bus Driver	Good	24,208	28,836	33,464	38.2%		178	1424	35,360	42,120	48,880
Klein ISD	Bus Driver	Good	24,412	29,439	34,465	41.2%		177	1416	35,859	43,243	50,627
Aldine ISD	Bus Driver	Good	24,992	31,520	38,048	52.2%		177	1416	36,712	46,301	55,890
Galena Park ISD	Bus Driver	Good	25,318	30,015	34,712	37.1%		179	1432	36,774	43,597	50,419
San Antonio ISD	Bus Driver	Good	32,760	38,366	43,971	34.2%		260	2080	32,760	38,366	43,971
Cypress-Fairbanks ISD	Bus Driver	Good	34,160	39,720	45,280	32.6%		250	2000	35,526	41,309	47,091
Harris County	Bus Driver	Good	34,906	42,376	49,846	42.8%		260	2080	34,906	42,376	49,846
Average			**25,179**	**30,166**	**35,153**	**39.9%**				**34,389**	**41,274**	**48,158**
Houston ISD	Bus Driver		**37,440**	**37,440**	**37,440**	**0.0%**		**260**	**2080**	**37,440**	**37,440**	**37,440**
								$ Difference		3,051	-3,834	-10,718
								% Difference		8.1%	-10.2%	-28.6%

Salary Survey Results for HOUSTON ISD, TX

Business Analyst

Descrip	Works with clients to develop business requirements. Serves as liaison between division and IT. Plans and executes integration and acceptance testing. Works with business system analyst to create specifications for systems to meet business requirements. Supports data conversions and local system rollouts. Helps develop processes, procedures, and training. Consults users concerning automated systems.
Quals	Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Houston	IT Associate - Business Analyst	Good	39,728	57,382	75,036	88.9%		260	2080	39,728	57,382	75,036
City of Dallas	IT Business Analyst	Good	41,490	60,086	78,682	89.6%		260	2080	41,490	60,086	78,682
Klein ISD	Specialist, Business Applications	Good	46,628	56,518	66,408	42.4%		226	1808	53,643	65,021	76,398
City of Austin, TX	IT Business Systems Analyst	Good	61,766	87,574	113,381	83.6%		260	2080	61,766	87,574	113,381
Aldine ISD	Business Analyst	Good	64,688	110,311	155,934	141.1%		357	2856	47,112	80,339	113,565
San Antonio ISD	Business Analyst	Good	69,460	85,366	101,271	45.8%		230	1840	78,520	96,500	114,481
Fort Bend ISD	Business Analyst	Good	79,074	96,432	113,789	43.9%		238	1904	86,383	105,345	124,307
Katy ISD	Analyst Bus Systems Sr	Good	86,713	103,851	120,990	39.5%		238	1904	94,728	113,451	132,174
Average			**61,193**	**82,190**	**103,186**	**71.8%**				**62,921**	**83,212**	**103,503**
Houston ISD	Business Analyst		**34,583**	**44,094**	**53,604**	**55.0%**		**260**	**2080**	**34,583**	**44,094**	**53,604**
							$ Difference			-28,338	-39,118	-49,899
							% Difference			-81.9%	-88.7%	-93.1%

Campus Instructional Technology Specialist

Descrip | Provides campus leadership, motivation, and technical expertise. Supports teachers by analyzing learning needs, offering instructional technology solutions, and modeling technology integration practices. Integrates technology tools and content on a variety of devices. Conducts ongoing literature reviews to identify software and application solutions. Evaluates new and emerging technologies and acquires ongoing professional updates. Proposes new methods, trends, and applications.

Quals | Bachelor's Degree and three (3) years of experience working in a team of teachers or instructional designers.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Technology Facilitator	Good	52,009	78,127	104,245	100.4%		226	1808	59,834	89,881	119,928
San Antonio ISD	Instructional Technology Specialist	Good	53,088	65,496	77,905	46.7%		198	1584	69,711	86,005	102,300
Katy ISD	Classroom Technology Design	Good	57,014	68,054	79,094	38.7%		192	1536	77,207	92,157	107,107
Alief ISD	Instructional Technology Integrators	Good	57,400	64,363	71,326	24.3%		191	1528	78,136	87,615	97,093
Galena Park ISD	District and Campus Instructional Specialists	Good	59,000	69,423	79,845	35.3%		187	1496	82,033	96,524	111,015
Fort Bend ISD	Specialist Instructional T1	Good	60,644	73,957	87,269	43.9%		210	2080	60,644	73,957	87,269
Tomball ISD	Content Specialist - Instructional Tech	Good	67,728	83,102	98,476	45.4%		212	1696	83,063	101,918	120,772
Average			**58,126**	**71,789**	**85,451**	**47.8%**				**72,947**	**89,722**	**106,498**
Houston ISD	Campus Instructional Technology Specialist		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
						$ Difference				-24,224	-25,165	-26,106
						% Difference				-49.7%	-39.0%	-32.5%

Category Specialist

Descrip | Coordinates procurement of commodities, equipment, and services required by various departments. Prepares requests for proposals, solicitations, and bids for various commodities and services. Receives proposals and bids; oversees evaluation committee and prepares analysis. Presents recommendations and documents to Board of Education. Performs contract administration. Helps departments identify purchasing and contract value opportunities. Issues and maintains purchase orders for procurement of goods and services for all schools and departments.

Quals | Bachelor's Degree and five (5) years of procurement or supply chain experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Tomball ISD	Specialist, Purchasing	Good	36,558	44,043	51,528	40.9%		226	1808	42,058	50,669	59,280
City of Houston	Buyer	Good	37,440	54,210	70,980	89.6%		260	2080	37,440	54,210	70,980
Katy ISD	Buyer	Good	39,451	47,257	55,064	39.6%		238	1904	43,098	51,626	60,154
San Antonio ISD	Bids Specialist	Good	40,685	49,067	57,450	41.2%		260	2080	40,685	49,067	57,450
Fort Bend ISD	Purchasing Specialist	Good	41,711	50,868	60,025	43.9%		238	1904	45,567	55,570	65,574
Klein ISD	Buyer	Good	43,550	53,110	62,670	43.9%		226	1808	50,102	61,100	72,098
Pearland ISD	Spec Purchasing	Good	43,860	52,632	61,404	40.0%		230	1840	49,581	59,497	69,413
Galena Park ISD	Purchasing Buyer	Good	45,695	55,054	64,412	41.0%		226	1808	52,569	63,336	74,103
Forth Worth ISD	Buyer	Good	46,562	55,987	65,412	40.5%		240	1920	50,442	60,653	70,863
Cypress-Fairbanks ISD	Buyer	Good	56,730	67,942	79,153	39.5%		250	2000	58,999	70,659	82,319
Harris County	Buyer II	Good	56,966	78,403	99,840	75.3%		260	2080	56,966	78,403	99,840
Average			**44,473**	**55,325**	**66,176**	**48.7%**				**47,955**	**59,526**	**71,098**
Houston ISD	Category Specialist		**53,595**	**71,013**	**88,432**	**65.0%**		**260**	**2080**	**53,595**	**71,013**	**88,432**
								$ Difference		5,640	11,487	17,334
								% Difference		10.5%	16.2%	19.6%

Salary Survey Results for HOUSTON ISD, TX

Chief Academic Officer

Descrip	Leads and manages all curriculum, instruction, and special populations functions. Works with internal cross-functional teams, parent groups, educational group representatives, students, and the Board of Education to evaluate academic needs and create solutions. Sets goals for Area Superintendents, Assistant Superintendents, and School Support Officers. Recruits, selects, manages, and evaluates performance of Area Superintendents. Provides input to the Superintendent of Schools regarding selection and assignment of district and school leaders. Mentors and coaches key leaders.
Quals	Master's Degree and then (10) years of experience in educational leadership with a large school system. Requires Teacher Certification and School Administrator Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Chief Academic Officer	Good	142,639	177,031	211,423	48.2%		240	1920	154,526	191,784	229,042
San Antonio ISD	Chief Academic Officer	Good	143,395	172,942	202,490	41.2%		230	1840	162,099	195,500	228,902
Tomball ISD	Chief Academic Officer	Good	144,764	166,397	188,030	29.9%		226	1808	166,543	191,430	216,318
Galena Park ISD	Deputy Superintendent, Educational Support & S	Good	148,294	178,668	209,043	41.0%		229	1832	168,368	202,855	237,341
Fort Bend ISD	Chief Academic Officer	Good	158,316	194,252	230,187	45.4%		238	1904	172,950	212,208	251,465
Katy ISD	Chief Academic Officer	Good	168,185	196,850	225,515	34.1%		238	1904	183,732	215,046	246,360
Cypress-Fairbanks ISD	Chief Academic Officer	Good	169,183	199,178	229,173	35.5%		250	2000	175,950	207,145	238,340
Aldine ISD	Chief Academic Officer	Good	169,950	187,656	205,362	20.8%		226	1808	195,517	215,887	236,257
Klein ISD	Chief Academic Officer	Good	175,002	214,595	254,188	45.2%		235	1880	193,619	237,424	281,229
Average			**157,747**	**187,508**	**217,268**	**37.9%**				**174,812**	**207,698**	**240,584**
Houston ISD	Chief Academic Officer, Interim		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
								$ Difference		-59,927	349,744	759,415
								% Difference		-52.2%	62.7%	75.9%

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Chief Audit Executive

Descrip	Develops annual internal audit plan approved by the Board of Education. Supervises and conducts audits in accordance with the approved audit plan. Recommends improvement of management controls. Coordinates activities with external auditors to ensure audit efficiency and with Legal Counsel to ensure correct interpretation of laws. Maintains and updates approved Audit department policies and procedures. Develops a system of cost and schedule control over audit projects including risk management.
Quals	Bachelor's Degree in Accounting or Finance and ten (10) years of experience leading audit teams. Must be a CPA, CIA, or equivalent.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	City Autidor	Good					200,000	260	2080			
Klein ISD	Director, Internal Audit	Good	80,833	98,577	116,320	43.9%		226	1808	92,994	113,407	133,819
City of Houston	City Auditor	Good	94,640	151,580	208,520	120.3%		260	2080	94,640	151,580	208,520
Forth Worth ISD	Chief – Internal Audit	Good	95,054	114,617	134,179	41.2%		240	1920	102,975	124,168	145,361
Cypress-Fairbanks ISD	Director, Internal Auditor	Good	98,840	116,282	133,723	35.3%		250	2000	102,794	120,933	139,072
San Antonio ISD	Chief Internal Audit	Good	113,832	137,268	160,703	41.2%		230	1840	128,679	155,172	181,665
Average			**96,640**	**123,664**	**150,689**	**56.4%**	**200,000**			**104,416**	**133,052**	**161,687**
Houston ISD	Chief Audit Executive		**114,885**	**152,223**	**189,561**	**65.0%**		**260**	**2080**	**114,885**	**152,223**	**189,561**
								$ Difference		10,469	19,171	27,874
								% Difference		9.1%	12.6%	14.7%

Chief Communications Officer

Descrip	Oversees departments responsible for media relations, district website, television/video, social and digital media, branding, marketing, crisis communications, translation services, and bond communications. Leads department management and staff. Sets brand management strategy across various district divisions, departments, schools, initiatives, programs, and events. Directs content and user experience of the district's digital, social, and web presence. Creates, implements, and measures success of marketing, communications, and public relations program.
Quals	Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Forth Worth ISD	Exec Director – Communications	Good	95,054	114,617	134,179	41.2%		240	1920	102,975	124,168	145,361
Pearland ISD	Exec Dir Comm	Good	108,621	127,790	146,959	35.3%		230	1840	122,789	144,458	166,128
San Antonio ISD	Chief Communications Officer	Good	113,832	137,268	160,703	41.2%		230	1840	128,679	155,172	181,665
City of Austin, TX	Director, Chief Communications	Good	119,142	170,581	222,019	86.3%		260	2080	119,142	170,581	222,019
Galena Park ISD	Executive Director, School & Community Relati	Good	119,484	143,957	168,431	41.0%		226	1808	137,459	165,615	193,770
Cypress-Fairbanks ISD	Asst Suot Communication and Community Relat	Good	131,585	154,823	178,060	35.3%		250	2000	136,848	161,015	185,182
Klein ISD	Associate Superintendent, Communications and	Good	136,408	167,152	197,896	45.1%		235	1880	150,920	184,934	218,949
Fort Bend ISD	Chief Communications Officer	Good	143,376	175,921	208,465	45.4%		238	1904	156,629	192,182	227,735
Katy ISD	Chief Communications Officer	Good	168,185	196,850	225,515	34.1%		238	1904	183,732	215,046	246,360
Aldine ISD	Chief Communications Officer	Good	169,950	188,786	207,622	22.2%		226	1808	195,517	217,187	238,857
Average			**130,564**	**157,774**	**184,985**	**42.7%**				**143,469**	**173,036**	**202,603**
Houston ISD	Chief Communications Officer		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
								$ Difference		-28,584	384,406	797,396
								% Difference		-24.9%	69.0%	79.7%

Salary Survey Results for HOUSTON ISD, TX

Chief Financial Officer

Descrip | Plans and manages preparation of the district's annual budget. Monitors and maintains budgetary control for overall district and charter school budgets. Develops long-range budget plans. Responsible for district financial accounting and reporting activities. Provides oversight to in-house business and finance attorney. Directs Employee Benefits, Workers' Compensation, Risk Management, and Employee Assistance Program. Provides procurement services in support of schools and departments.

Quals | Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Chief Financial Officer	Good					253,575	260	2080			
City of Houston	Finance Director	Good	107,952	180,076	252,200	133.6%		260	2080	107,952	180,076	252,200
San Antonio ISD	Associate Supt Fin/Bus	Good	132,773	160,109	187,444	41.2%		230	1840	150,091	180,992	211,894
Pearland ISD	Chief Financial Officer	Good	141,589	162,746	183,903	29.9%		230	1840	160,057	183,974	207,890
Forth Worth ISD	Chief Financial Officer	Good	142,639	177,031	211,423	48.2%		240	1920	154,526	191,784	229,042
Tomball ISD	Chief Financial Officer	Good	144,556	166,158	187,759	29.9%		226	1808	166,303	191,155	216,006
Galena Park ISD	Deputy Superintendent, Operational Support/CF	Good	148,294	178,668	209,043	41.0%		229	1832	168,368	202,855	237,341
Fort Bend ISD	Chief Financial Officer	Good	158,316	194,252	230,187	45.4%		238	1904	172,950	212,208	251,465
Katy ISD	Chief Financial Officer	Good	168,185	196,850	225,515	34.1%		238	1904	183,732	215,046	246,360
Cypress-Fairbanks ISD	Chief Financial Officer	Good	169,183	199,178	229,173	35.5%		250	2000	175,950	207,145	238,340
Aldine ISD	Chief Business and Operations Officer	Good	169,950	187,656	205,362	20.8%		226	1808	195,517	215,887	236,257
Klein ISD	Chief Financial Officer	Good	175,002	214,595	254,188	45.2%		235	1880	193,619	237,424	281,229
Average			**150,767**	**183,392**	**216,018**	**45.9%**	**253,575**			**166,279**	**201,686**	**237,093**
Houston ISD	Chief Financial Officer		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**

$ Difference	-51,394	355,756	762,906
% Difference	-44.7%	63.8%	76.3%

Chief Human Resources Officer

Descrip	Develops strategic plans, establishes goals and priorities, and designs and implements a program to build a sustainable talent base. Serves as primary resource to the Superintendent of Schools and Board of Education in development and interpretation of policies and procedures relating to effective human talent management and staff development. Develops three to five year plans for human talent needs. Directs planning and administration of the district's compensation program.
Quals	Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Houston	HR Director	Good	98,800	160,550	222,300	125.0%		260	2080	98,800	160,550	222,300
Cypress-Fairbanks ISD	Assistant Supt of Human Resources	Good	131,585	154,823	178,060	35.3%		250	2000	136,848	161,015	185,182
Galena Park ISD	Assistant Superintendent, Human Resource Serv	Good	134,508	162,059	189,610	41.0%		229	1832	152,716	183,997	215,277
Klein ISD	Associate Superintendent Human Resources	Good	136,408	167,152	197,896	45.1%		235	1880	150,920	184,934	218,949
Forth Worth ISD	Chief – Talent Officer	Good	142,639	177,031	211,423	48.2%		240	1920	154,526	191,784	229,042
San Antonio ISD	Chief Talent Officer	Good	143,395	172,917	202,440	41.2%		230	1840	162,099	195,472	228,845
Tomball ISD	Chief of Human Talent	Good	144,764	166,397	188,030	29.9%		226	1808	166,543	191,430	216,318
Fort Bend ISD	Chief Human Resources Officer	Good	158,316	194,252	230,187	45.4%		238	1904	172,950	212,208	251,465
Katy ISD	Chief Human Resources Officer	Good	168,185	196,850	225,515	34.1%		238	1904	183,732	215,046	246,360
Aldine ISD	Chief Human Resources Officer	Good	169,950	187,656	205,362	20.8%		226	1808	195,517	215,887	236,257
Average			**142,855**	**173,969**	**205,082**	**46.6%**				**157,465**	**191,232**	**224,999**
Houston ISD	Chief Human Resources Officer		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
								$ Difference		-42,580	366,210	775,000
								% Difference		-37.1%	65.7%	77.5%

Chief of Police

Descrip | Plans, organizes, and directs the district school police department and related functions. Supervises and evaluates performance of all school police officers, security, and departmental office personnel. Develops and oversees departmental budget. Directs division managers. Consults with school administrators concerning local school issues. Resolves issues within the police department's area of responsibility.

Quals | Master's Degree and seven (7) years of experience. Requires TCOLE Master Peace Officer Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
San Antonio ISD	Chief of Police	Good	92,265	115,021	137,777	49.3%		230	1840	104,299	130,024	155,748
Alief ISD	Chief of Police	Good	100,058	120,879	141,700	41.6%		235	2080	100,058	120,879	141,700
Klein ISD	Chief Police	Good	108,821	132,709	156,597	43.9%		235	1880	120,398	146,827	173,256
Katy ISD	Chief of Police	Good	112,019	131,112	150,204	34.1%		238	1904	122,374	143,231	164,089
Aldine ISD	Chief of Police	Good	113,000	133,480	153,960	36.2%		226	1808	130,000	153,561	177,122
Cypress-Fairbanks ISD	Chief of Police	Good	113,150	133,118	153,085	35.3%		250	2000	117,676	138,442	159,208
City of Houston	Chief of Police	Good	118,352	209,976	301,600	154.8%		260	2080	118,352	209,976	301,600
Fort Bend ISD	Chief of Police	Good	139,225	170,829	202,432	45.4%		260	2080	139,225	170,829	202,432
Average			**112,111**	**143,390**	**174,669**	**55.1%**				**119,048**	**151,721**	**184,394**
Houston ISD	Chief of Police		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
							$ Difference			-4,163	405,721	815,605
							% Difference			-3.6%	72.8%	81.6%

Chief of Staff

Descrip	Manages communication, meetings, correspondence, and special projects for the Superintendent of Schools. Coordinates agendas, facilitates meetings, and ensures follow-up actions are completed. Provides oversight to the Board Services department. Coordinates daily operation of the Superintendent's office. Provides oversight and direction for media relations, parental and community involvement, legislative matters, and change management.
Quals	Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Chief of Staff	Good					264,600	260	2080			
City of Houston	Chief of Staff	Good	103,272	170,066	236,860	129.4%		260	2080	103,272	170,066	236,860
San Antonio ISD	Chief of Staff	Good	113,832	137,268	160,703	41.2%		230	1840	128,679	155,172	181,665
Cypress-Fairbanks ISD	Chief of Staff	Good	169,183	199,178	229,173	35.5%		250	2000	175,950	207,145	238,340
Average			**128,762**	**168,837**	**208,912**	**68.7%**	**264,600**			**135,967**	**177,461**	**218,955**
Houston ISD	Chief of Staff		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
								$ Difference		-21,082	379,981	781,044
								% Difference		-18.4%	68.2%	78.1%

Chief Operating Officer

Descrip	Provides oversight for all aspects of district business operations. Manages direction and control of Transportation, Nutrition Services, and Construction and Facilities Services departments. Ensures district-level goals are incorporated into operational objectives. Interprets requests, directives, plans, and objectives of the Superintendent of Schools to department heads. Directs and approves implementation of budget development and strategic planning processes. Ensures district-wide preventive safety program is developed and implemented.
Quals	Bachelor's Degree and seven (7) years of experience in a management-level role involving nutrition services, transportation, or construction and facilities services.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Houston	Chief Operating Officer	Good	107,952	180,076	252,200	133.6%		260	2080	107,952	180,076	252,200
San Antonio ISD	Chief Operating Officer	Good	132,773	160,109	187,444	41.2%		230	1840	150,091	180,992	211,894
Klein ISD	Associate Superintendent Facilities	Good	136,408	167,152	197,896	45.1%		235	1880	150,920	184,934	218,949
Forth Worth ISD	Chief – District Operations	Good	142,639	177,031	211,423	48.2%		240	1920	154,526	191,784	229,042
Fort Bend ISD	Chief Operations Officer	Good	143,376	175,921	208,465	45.4%		238	1904	156,629	192,182	227,735
Tomball ISD	Chief Operating Officer	Good	144,764	166,397	188,030	29.9%		226	1808	166,543	191,430	216,318
Cypress-Fairbanks ISD	Chief Operations Officer	Good	169,183	199,178	229,173	35.5%		250	2000	175,950	207,145	238,340
Aldine ISD	Chief of Business and Operating Officer	Good	169,950	187,656	205,362	20.8%		226	1808	195,517	215,887	236,257
Average			**143,381**	**176,690**	**209,999**	**50.0%**				**157,266**	**193,054**	**228,842**
Houston ISD	Chief Operating Officer, Interim		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
						$ Difference				-42,381	364,388	771,157
						% Difference				-36.9%	65.4%	77.1%

Chief Strategy & Innovation Officer

Descrip	Provides strategic input and support around key district initiatives. Helps set the vision and strategy. Leads strategic innovation efforts. Oversees the design, implementation and scaling of the district's strategic initiatives. Works with Chief Development Officer to identify additional sources of outside funding. Manages district's relationship with the Student Congress. Oversees district diversity councils.
Quals	Master's Degree and seven (7) years in the field of Education including serving in an administrative capacity.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Chief Innovation Officer	Good	122,987	148,274	173,560	41.1%		230	1840	139,029	167,614	196,199
Forth Worth ISD	Chief – Innovation Officer	Good	142,639	177,031	211,423	48.2%		240	1920	154,526	191,784	229,042
Aldine ISD	Chief Transformation Officer	Good	169,950	187,656	205,362	20.8%		226	1808	195,517	215,887	236,257
Average			**145,192**	**170,987**	**196,782**	**36.7%**				**163,024**	**191,762**	**220,499**
Houston ISD	Chief Strategy & Innovation Officer		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
								$ Difference		-48,139	365,680	779,500
								% Difference		-41.9%	65.6%	78.0%

Chief Technology Officer

Descrip	Lead executive for all Information Technology applications, data, infrastructure, and services; ensures effective and efficient business process and information definition, enablement, and productivity. Provides leadership regarding acquisition, installation, operations, and maintenance of information technology systems. Oversees development and administration of department budget. Identifies and analyzes district's needs for computerization in operations and processes.
Quals	Bachelor's Degree and fifteen (15) years of experience including full personnel management.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Aldine ISD	Executive Director - Technology Services	Good	100,000	125,741	151,481	51.5%		226	1808	115,045	144,658	174,270
City of Dallas	Chief Information Officer	Good	109,681	159,085	208,489	90.1%		260	2080	109,681	159,085	208,489
City of Houston	Chief InformationOfficer	Good	113,152	194,376	275,600	143.6%		260	2080	113,152	194,376	275,600
City of Austin, TX	Chief Technology Officer - CTM	Good	119,142	170,581	222,019	86.3%		260	2080	119,142	170,581	222,019
Pearland ISD	Chief Technology Officer	Good	121,447	142,997	164,547	35.5%		230	1840	137,288	161,649	186,010
San Antonio ISD	Chief Information Technology Officer	Good	122,937	148,249	173,560	41.2%		230	1840	138,973	167,586	196,199
Cypress-Fairbanks ISD	Assistant Supt Tech and Info Services	Good	131,585	154,823	178,060	35.3%		250	2000	136,848	161,015	185,182
Galena Park ISD	Assistant Superintendent, Technology	Good	134,508	162,059	189,610	41.0%		229	1832	152,716	183,997	215,277
Forth Worth ISD	Chief Technology Officer	Good	142,639	177,031	211,423	48.2%		240	1920	154,526	191,784	229,042
Fort Bend ISD	Chief Information Officer	Good	158,316	194,252	230,187	45.4%		238	1904	172,950	212,208	251,465
Katy ISD	Chief Info Officer	Good	168,185	196,850	225,515	34.1%		238	1904	183,732	215,046	246,360
Average			**129,236**	**166,004**	**202,772**	**59.3%**				**139,459**	**178,362**	**217,265**
Houston ISD	Chief Technology Officer		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
	$ Difference									-24,574	379,080	782,734
	% Difference									-21.4%	68.0%	78.3%

College & Career Readiness Advisor

Descrip | Provides students and parents with guidance and support through the college application, financial aid, and matriculation process. Supports, promotes, and assists with campus, community, and district-wide college and career events. Develops, drives, and evaluates campus-wide college and career readiness programs, initiatives, and outcomes. Documents student interactions in journal notes. Manages college access data and information.

Quals | Bachelor's Degree and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Forth Worth ISD	Specialist II – College & Career Readiness	Good	40,936	50,276	59,615	45.6%		187	1496	56,916	69,902	82,887
Fort Bend ISD	College & Career Readiness Advisor	Good	56,283	68,638	80,993	43.9%		210	1680	69,684	84,980	100,277
Cypress-Fairbanks ISD	College & Career Specialist	Good	60,153	72,039	83,925	39.5%		205	1640	76,292	91,367	106,441
Tomball ISD	Counselor, College/Career	Good	66,130	81,142	96,154	45.4%		207	1656	83,062	101,917	120,773
Pearland ISD	Spec Career	Good	67,538	80,885	94,231	39.5%		215	1720	81,674	97,814	113,954
Aldine ISD	College Access Advisor	Good	73,843	97,439	121,034	63.9%		226	1808	84,952	112,098	139,243
Average			**60,814**	**75,070**	**89,325**	**46.3%**				**75,430**	**93,013**	**110,596**
Houston ISD	College & Career Readiness Advisor		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
						$ Difference				-29,400	-34,324	-39,249
						% Difference				-63.9%	-58.5%	-55.0%

Salary Survey Results for HOUSTON ISD, TX

Compensation Analyst

Descrip | Develops and administers competitive salary ranges and steps. Oversees administration of employee pay. Supervises the stipend payment program. Coordinates and compiles various costing strategies and assumptions; provides Chief Financial Officer with labor cost projections for upcoming school year. Updates salary schedules and tables. Advises and supports internal customers regarding the application of compensation principles and practices. Prepares job descriptions and reviews existing job duties. Helps maintain database of approved job descriptions.

Quals | Bachelor's Degree and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	Compensation Specialist	Good	41,808	60,749	79,690	90.6%		260	2080	41,808	60,749	79,690
City of Dallas	Compensation Analyst	Good	45,638	66,110	86,581	89.7%		260	2080	45,638	66,110	86,581
City of Austin, TX	Compensation Analyst	Good	51,834	73,642	95,451	84.1%		260	2080	51,834	73,642	95,451
Tomball ISD	Coordinator, HT Compensation/Payroll	Good	58,525	70,512	82,499	41.0%		226	1808	67,330	81,120	94,910
Cypress-Fairbanks ISD	Compensation Analyst	Good	65,803	78,807	91,810	39.5%		250	2000	68,435	81,959	95,482
Pearland ISD	Spec Compensation	Good	67,011	80,292	93,572	39.6%		230	1840	75,752	90,764	105,777
Average			**55,103**	**71,685**	**88,267**	**64.1%**				**58,466**	**75,724**	**92,982**
Houston ISD	Compensation Analyst		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
							$ Difference			-12,436	-17,035	-21,635
							% Difference			-27.0%	-29.0%	-30.3%

Compliance Analyst

Descrip	Monitors and reviews student data using the student information management system. Reports data and compliance related questions and concerns to regional superintendent and school administrators. Conducts training, communicates ways to improve current practices, investigates anomalies, and complies with timelines.
Quals	Bachelor's Degree and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At Min	2080 Hours/Yr Mid	Max
Tomball ISD	Specialist, HT Records/Compliance	Good	36,558	44,043	51,528	40.9%		226	1808	42,058	50,669	59,280
Katy ISD	Analyst Student Data I	Good	47,191	56,526	65,861	39.6%		226	1664	58,989	70,658	82,326
Forth Worth ISD	Compliance Analyst	Good	50,045	60,345	70,644	41.2%		240	1920	54,215	65,373	76,531
San Antonio ISD	Compliance Monitor	Good	52,366	63,153	73,940	41.2%		230	1840	59,197	71,391	83,585
Galena Park ISD	Campus Support & Compliance Accountant	Good	52,550	63,255	73,961	40.7%		226	1808	60,455	72,771	85,088
Average			**47,742**	**57,464**	**67,187**	**40.7%**				**54,983**	**66,172**	**77,362**
Houston ISD	Compliance Analyst		**53,595**	**71,013**	**88,432**	**65.0%**		**260**	**2080**	**53,595**	**71,013**	**88,432**
								$ Difference		-1,388	4,841	11,070
								% Difference		-2.6%	6.8%	12.5%

Construction Project Manager

Descrip	Manages and coordinates activities of district consultants, general contractors, and departmental personnel engaged in construction support activities. Ensures safe and stable learning environment is maintained while construction occurs. Monitors progress and activities at construction site. Evaluates and processes construction project contracts. Prepares documentation of project time and costs. Prioritizes facility needs; anticipates future facility projects or needs. Prepares documentation of project time and costs.
Quals	Bachelor's Degree in Architecture, Engineering, or Construction Management and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Houston	Project Manager	Good	57,616	85,540	113,464	96.9%		260	2080	57,616	85,540	113,464
Galena Park ISD	Coordinator, Facilities Project	Good	57,802	69,642	81,482	41.0%		226	1808	66,498	80,119	93,740
City of Austin, TX	Construction & Inspection Services Program Ma	Good	65,458	92,768	120,078	83.4%		260	2080	65,458	92,768	120,078
Cypress-Fairbanks ISD	Coordinator Project - Facilities & Construction	Good	65,803	78,807	91,810	39.5%		250	2000	68,435	81,959	95,482
Fort Bend ISD	Project Manager	Good	66,074	81,072	96,070	45.4%		238	1904	72,182	88,566	104,950
Klein ISD	Construction Project Manager	Good	74,805	91,221	107,637	43.9%		235	1880	82,763	100,926	119,088
Harris County	Project Manager	Good	78,250	98,975	119,701	53.0%		260	2080	78,250	98,975	119,701
Forth Worth ISD	Project Manager	Good	83,491	100,387	117,283	40.5%		240	1920	90,449	108,753	127,057
Katy ISD	Construction Project Manager	Good	91,918	110,085	128,251	39.5%		238	1904	100,415	120,260	140,106
Average			**71,246**	**89,833**	**108,420**	**53.7%**				**75,785**	**95,318**	**114,852**
Houston ISD	Construction Project Manager		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
								$ Difference		-16,831	-17,203	-17,577
								% Difference		-28.5%	-22.0%	-18.1%

Salary Survey Results for HOUSTON ISD, TX

Counselor

Descrip | Administers vocational interest and aptitude tests to students in feeder pattern of assigned high school. Analyzes and interprets results of the vocational assessments for students and school staff. Leads students to development of career awareness and education planning. Consults with parents, teachers, and administrators to enhance their work with students. Coordinates with school and community personnel to gather resources for students. Provides in-services and workshops for appropriate school personnel.

Quals | Master's Degree in Guidance and Counseling and two (2) years of teaching experience. Requires Texas Education Agency Counseling Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Counselor	Good	58,332	73,392	88,452	51.6%		202	1616	75,080	94,465	113,849
Forth Worth ISD	Counselor	Good	58,500	68,304	78,107	33.5%		188	1504	80,904	94,462	108,020
Klein ISD	Counselor	Good	59,994	72,780	85,566	42.6%		198	1584	78,780	95,570	112,359
Fort Bend ISD	Prof School Counselor HS	Good	60,644	73,957	87,269	43.9%		210	1680	75,083	91,565	108,047
Katy ISD	Counselor HS	Good	63,866	76,232	88,599	38.7%		201	1608	82,612	98,609	114,605
Aldine ISD	Counselor	Good	64,299	88,028	111,780	73.8%		226	1808	73,973	101,271	128,596
Tomball ISD	Counselor	Good	66,130	81,142	96,154	45.4%		207	1656	83,062	101,917	120,773
Cypress-Fairbanks ISD	Counselor HS	Good	68,429	81,951	95,473	39.5%		220	1760	80,871	96,851	112,832
Galena Park ISD	Counselor	Good	68,738	82,816	96,894	41.0%		215	1720	83,125	100,149	117,174
Pearland ISD	Counselor, HS	Good	69,266	82,954	96,641	39.5%		210	1680	85,758	102,704	119,651
Average			**63,820**	**78,155**	**92,493**	**45.0%**				**79,925**	**97,756**	**115,591**
Houston ISD	Counselor		**66,243**	**77,764**	**89,284**	**34.8%**		**260**	**2080**	**66,243**	**77,764**	**89,284**
								$ Difference		-13,682	-19,993	-26,307
								% Difference		-20.7%	-25.7%	-29.5%

Crossing Guard

Descrip	Assists and safeguards students at a specific location while crossing the street. Collaborates with school administrators, staff, parents, and students regarding student safety issues. Provides reports regarding school crossing to the area supervisor. Adheres to safety guidelines and policies. Maintains assigned safety equipment.
Quals	High School Diploma or GED equivalent and less than six (6) months of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Galena Park ISD	Crossing Guard	Good	8,366	10,080	11,794	41.0%		180	720	24,170	29,120	34,070
Klein ISD	Crossing Guard	Good	14,330	17,346	20,362	42.1%		177	1416	21,050	25,480	29,910
Tomball ISD	Crossing Guard	Good	16,677	20,096	23,514	41.0%		173	1384	25,064	30,201	35,339
Average			**13,124**	**15,841**	**18,557**	**41.4%**				**23,428**	**28,267**	**33,107**
Houston ISD	Crossing Guard		**38,085**	**38,085**	**38,085**	**0.0%**		**260**	**2080**	**38,085**	**38,085**	**38,085**
								$ Difference		14,657	9,818	4,978
								% Difference		38.5%	25.8%	13.1%

Curriculum Specialist

Descrip	Designs and supports development and implementation of curriculum, instruction, and assessment documents. Researches teaching methods and techniques. Develops procedures to ensure teachers are implementing curriculum successfully and meeting program goals. Oversees development and implementation of workshops for teachers and parents. Helps implement new technologies in the classroom.
Quals	Bachelor's Degree and three (3) years of teaching experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Katy ISD	Instrucitonal Coach	Good	57,014	68,054	79,094	38.7%		192	1536	77,207	92,157	107,107
San Antonio ISD	Curr Mgt Spec	Good	57,646	71,270	84,894	47.3%		215	1720	69,711	86,187	102,662
Galena Park ISD	Campus Instructional Coach-Elem	Good	59,000	69,423	79,845	35.3%		187	1496	82,032	96,523	111,014
Forth Worth ISD	Curriculum Specialist	Good	60,196	73,950	87,703	45.7%		220	1760	71,141	87,395	103,649
Fort Bend ISD	Curriculum Coordinator	Good	78,324	95,017	111,709	42.6%		238	1904	85,564	103,800	122,035
Average			**62,436**	**75,543**	**88,649**	**41.9%**				**77,131**	**93,212**	**109,294**
Houston ISD	Curriculum Specialist		**53,595**	**71,013**	**88,432**	**65.0%**		**260**	**2080**	**53,595**	**71,013**	**88,432**
							$ Difference			-23,536	-22,199	-20,862
							% Difference			-43.9%	-31.3%	-23.6%

Custodian

Descrip | Performs custodial duties and ensures sanitation control. Maintains offices, buildings, or plant facilities in clean and orderly condition. Sweeps, mops, polishes floors, removes trash, and cleans furniture. Makes minor maintenance repairs. Maintains inventory of supplies. Oversees school security at the end of each work day.

Quals | Basic reading and writing skills. No experience required.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Klein ISD	Custodian	Good	17,200	20,512	23,824	38.5%		200	1600	22,360	26,666	30,971
Tomball ISD	Custodian	Good	20,736	24,979	29,222	40.9%		240	1920	22,464	27,061	31,657
Cypress-Fairbanks ISD	Custodian	Good	21,500	26,390	31,280	45.5%		250	2000	22,360	27,446	32,531
Galena Park ISD	Custodian	Good	21,753	26,208	30,663	41.0%		234	1872	24,170	29,120	34,070
Fort Bend ISD	Custodian	Good	21,852	26,265	30,678	40.4%		260	2080	21,852	26,265	30,678
Forth Worth ISD	Custodian I	Good	22,383	27,489	32,595	45.6%		245	1960	23,753	29,172	34,591
Pearland ISD	Custodian	Good	24,012	27,604	31,195	29.9%		261	2088	23,920	27,498	31,075
Katy ISD	Custodian	Good	24,116	27,927	31,738	31.6%		261	2088	24,024	27,820	31,616
Harris County	Custodian I	Good	25,657	31,148	36,639	42.8%		260	2080	25,657	31,148	36,639
City of Houston	Custodian	Good	27,040	31,200	35,360	30.8%		260	2080	27,040	31,200	35,360
City of Dallas	Custodian	Good	29,120	40,658	52,195	79.2%		260	2080	29,120	40,658	52,195
City of Austin, TX	Building & Grounds Assistant	Good	31,200	38,969	46,738	49.8%		260	2080	31,200	38,969	46,738
San Antonio ISD	Custodian	Good	31,200	34,944	38,688	24.0%		260	2080	31,200	34,944	38,688
Average			**24,444**	**29,561**	**34,678**	**41.5%**				**25,317**	**30,613**	**35,908**
Houston ISD	Custodian		**29,120**	**29,120**	**29,120**	**0.0%**		**260**	**2080**	**29,120**	**29,120**	**29,120**
								$ Difference		3,803	-1,493	-6,788
								% Difference		13.1%	-5.1%	-23.3%

Customer Service Representative

Descrip | Receives, evaluates, and answers customer inquiries. Refers unresolved customer grievances to designated departments for further investigation. Ensures appropriate changes were made to resolve customer problems and vendor, department, and school issues. Assists supervisor with follow up and settlement of customer inquiries. Enters and tracks database information. Provides administrative support to department.

Quals | High School Diploma or GED equivalent and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Dallas	Customer Service Representative	Good	29,120	40,658	52,195	79.2%		260	2080	29,120	40,658	52,195
City of Houston	Customer Service Representative I	Good	31,720	46,150	60,580	91.0%		260	2080	31,720	46,150	60,580
City of Austin, TX	Customer Service Associate	Good	33,758	45,510	57,262	69.6%		260	2080	33,758	45,510	57,262
Cypress-Fairbanks ISD	Customer Service Representative	Good	34,830	41,717	48,603	39.5%		250	2000	36,223	43,385	50,547
Average			**32,357**	**43,509**	**54,660**	**69.8%**				**32,705**	**43,926**	**55,146**
Houston ISD	Customer Service Representative		**29,120**	**36,715**	**44,310**	**52.2%**		**260**	**2080**	**29,120**	**36,715**	**44,310**
							$ Difference			-3,585	-7,211	-10,836
							% Difference			-12.3%	-19.6%	-24.5%

Dean of Instruction Elementary School

Descrip Assists with development and implementation of master and student schedules. Analyzes and assesses past school performance. Works with parents, school, and community committees on all school related matters. Assists in the selection of school personnel. Plans activities for Staff Development. Develops and implements teacher orientations.

Quals Master's Degree and five (5) years of experience. Requires Mid-Management Certification and three (3) years of teaching experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Dean	Good	64,740	78,950	93,160	43.9%		210	1680	80,154	97,748	115,341
Average			**64,740**	**78,950**	**93,160**	**43.9%**				**80,154**	**97,748**	**115,341**
Houston ISD	Dean of Instruction Elementary School		**70,484**	**79,608**	**87,732**	**24.5%**		**260**	**2080**	**70,484**	**79,608**	**87,732**
		$ Difference								-9,670	-18,140	-27,609
		% Difference								-13.7%	-22.8%	-31.5%

Dean of Instruction Middle School

Descrip	Provides instructional and administrative leadership needed to address student achievement and overall school effectiveness. Assists with development and implementation of the master and student schedules. Analyzes and assesses past school performance. Works with parents, school, and community committees on all school related matters. Assists in selection of school personnel. Plans activities for Staff Development.
Quals	Master's Degree and five (5) years of experience. Requires Mid-Management Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Dean of Instruction Middle School	Good	64,740	78,950	93,160	43.9%		210	1680	80,154	97,748	115,341
Average			**64,740**	**78,950**	**93,160**	**43.9%**				**80,154**	**97,748**	**115,341**
Houston ISD	Dean of Instruction Mddl School		**71,868**	**80,490**	**89,112**	**24.0%**		**260**	**2080**	**71,868**	**80,490**	**89,112**
		$ Difference								-8,286	-17,258	-26,229
		% Difference								-11.5%	-21.4%	-29.4%

Dean of Students High School

Descrip	Provides instructional and administrative leadership needed to address student achievement and overall school effectiveness. Assists with development and implementation of the master and student schedules. Analyzes and assesses past school performance. Works with parents, school, and community committees on all school related matters. Assists in selection of school personnel. Plans activities for Staff Development.
Quals	Master's Degree and five (5) years of experience. Requires Mid-Management Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Forth Worth ISD	Dean of Students – Early College HS	Good	76,162	89,743	103,323	35.7%		215	1720	92,103	108,526	124,949
Average			**76,162**	**89,743**	**103,323**	**35.7%**				**92,103**	**108,526**	**124,949**
Houston ISD	Dean of Students High School		**77,607**	**89,405**	**101,203**	**30.4%**		**260**	**2080**	**77,607**	**89,405**	**101,203**
							$ Difference			-14,496	-19,121	-23,746
							% Difference			-18.7%	-21.4%	-23.5%

Deputy General Counsel

Descrip | Assists the General Counsel with advising the Superintendent of Schools and designated administrators and staff on various legal issues. Provides legal opinions on general school legal matters. Assists the General Counsel with department supervision. Represents the district in administrative hearings. Monitors legal matters handled by outside counsel. Conducts professional development/training sessions for administrators and staff.

Quals | Juris Doctorate and five (5) years of experience. Must be a State of Texas Licensed Attorney.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Aldine ISD	Asistant General Counsel	Good	100,000	125,741	151,481	51.5%		226	1808	115,045	144,658	174,270
Fort Bend ISD	Associate General Counsel/Director Legal Servi	Good	101,639	124,704	147,768	45.4%		238	1904	111,034	136,231	161,427
Katy ISD	Asst General Counsel	Good	112,019	131,112	150,204	34.1%		238	1904	122,374	143,231	164,089
Average			**104,553**	**127,185**	**149,818**	**43.7%**				**116,151**	**141,373**	**166,595**
Houston ISD	Deputy General Counsel		**94,947**	**125,804**	**156,662**	**65.0%**		**260**	**2080**	**94,947**	**125,804**	**156,662**
								$ Difference		-21,204	-15,569	-9,933
								% Difference		-22.3%	-12.4%	-6.3%

Director, Communications & Marketing

Descrip	Directs the development, creation and implementation of marketing campaigns. Develops and implements communication and public affairs strategies to promote the district's mission, vision, and activities. Directs department activities including marketing and community relations. Identifies, develops, and evaluates marketing strategies. Assists and counsels departments and schools on their communication, public relations, and marketing initiatives. Manages assigned staff, develops priorities, and assigns projects.
Quals	Bachelor's Degree in Journalism, Marketing, Mass Communications, Public Relations, or related field and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Aldine ISD	Director, Brand Communications	Good	73,843	97,439	121,034	63.9%		226	1808	84,952	112,098	139,243
Forth Worth ISD	Director II – Communications	Good	80,554	97,133	113,712	41.2%		240	1920	87,267	105,227	123,188
Tomball ISD	Director, Communications	Good	83,575	100,692	117,809	41.0%		226	1808	96,148	115,840	135,532
Galena Park ISD	Director, School & Community Relations	Good	90,332	108,835	127,337	41.0%		226	1808	103,922	125,208	146,494
Cypress-Fairbanks ISD	Director, Communications	Good	91,515	107,667	123,818	35.3%		250	2000	95,176	111,973	128,771
Fort Bend ISD	Director Extrnl Comm And Media Relations	Good	92,390	113,362	134,334	45.4%		238	1904	100,930	123,841	146,751
Klein ISD	Director, Communications	Good	100,761	122,879	144,997	43.9%		235	1880	111,480	135,951	160,423
Katy ISD	Director, Communications	Good	105,679	123,691	141,703	34.1%		238	1904	115,448	135,125	154,801
Average			**89,831**	**108,962**	**128,093**	**43.2%**				**99,415**	**120,658**	**141,901**
Houston ISD	Director, Communications & Marketing		**71,335**	**94,519**	**117,702**	**65.0%**		**260**	**2080**	**71,335**	**94,519**	**117,702**
								$ Difference		-28,080	-26,139	-24,199
								% Difference		-39.4%	-27.7%	-20.6%

Director, Curriculum

Descrip	Manages and supports the collaboration of content with supervisors and staff. Sets overall direction and priorities of multiple content areas; monitors results and quality. Provides operational and technical management of content design and development, teacher training, materials, and textbooks. Manages program evaluation process. Develops and supports industry relationships with outside business partners, organizations, and community groups.
Quals	Master's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Cypress-Fairbanks ISD	Director, Curriculum	Good	87,370	104,634	121,898	39.5%		250	2000	90,865	108,819	126,774
San Antonio ISD	Director, Curriculum Area	Good	90,362	108,967	127,572	41.2%		230	1840	102,148	123,180	144,212
Tomball ISD	Director, Curriculum (Area)	Good	93,060	109,484	125,907	35.3%		226	1808	107,060	125,954	144,849
Forth Worth ISD	Exec Director – Core Content – Academics	Good	98,278	120,587	142,896	45.4%		240	1920	106,468	130,636	154,804
Galena Park ISD	Senior Director, Secondary Curriculum & Instruc	Good	103,431	124,585	145,738	40.9%		226	1808	118,992	143,328	167,664
Klein ISD	Executive Director, Curriculum Design & Delive	Good	108,821	132,709	156,597	43.9%		235	1880	120,398	146,827	173,256
Average			**96,887**	**116,828**	**136,768**	**41.0%**				**107,655**	**129,791**	**151,926**
Houston ISD	Director, Curriculum		**78,468**	**103,970**	**129,473**	**65.0%**		**260**	**2080**	**78,468**	**103,970**	**129,473**
							$ Difference			-29,187	-25,821	-22,453
							% Difference			-37.2%	-24.8%	-17.3%

Director, Health & Medical Services

Descrip	Manages health and medical program of the entire district. Investigates, plans, coordinates, and evaluates communicable disease outbreaks and activities in the schools. Obtains and interprets medical evaluations of school personnel. Develops and promotes school health policies and practices. Optimizes financial resources to support health initiatives. Participates in the evaluation and regulation of nursing practice standards. Implements strategies to measure, assess, and improve the quality of care, treatment, and services.
Quals	Master's Degree in Nursing and seven (7) years of school health experience. Must be a Licensed Registered Nurse.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Klein ISD	Director, Health Services	Good	80,833	98,577	116,320	43.9%		226	1808	92,994	113,407	133,819
Tomball ISD	Director, Health Services	Good	83,575	100,692	117,809	41.0%		226	1808	96,148	115,840	135,532
Forth Worth ISD	Director II – Health Services	Good	85,457	104,858	124,258	45.4%		240	1920	92,578	113,596	134,613
San Antonio ISD	Director, Health Services	Good	92,265	115,021	137,777	49.3%		230	1840	104,299	130,024	155,748
Cypress-Fairbanks ISD	Director, Health Services	Good	92,615	110,914	129,213	39.5%		250	2000	96,320	115,351	134,382
Fort Bend ISD	Director Behavioral Health & Wellness	Good	93,227	111,650	130,073	39.5%		238	1904	101,845	121,971	142,097
Katy ISD	Director, Health Services	Good	97,894	117,241	136,588	39.5%		238	1904	106,943	128,079	149,214
City of Houston	Director of Public Health	Good	107,952	180,076	252,200	133.6%		260	2080	107,952	180,076	252,200
Average			**91,727**	**117,379**	**143,030**	**54.0%**				**99,885**	**127,293**	**154,701**
Houston ISD	Director, Health & Medical Services		**78,468**	**103,970**	**129,473**	**65.0%**		**260**	**2080**	**78,468**	**103,970**	**129,473**
								$ Difference		-21,417	-23,323	-25,228
								% Difference		-27.3%	-22.4%	-19.5%

Director, Information Technology

Descrip Develops plans to resolve technical and business problems. Establishes technical standards and requirements. Oversees and manages design, implementation, delivery, monitoring, and administration of applicable IT services and technologies. Assigns projects and establishes performance metrics for managers and staff. Selects, develops, and evaluates assigned personnel. Works directly with Senior and Executive management to identify issues and develop recommendations/solutions.

Quals Bachelor's Degree and fifteen (15) years of experience including personnel management experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Director of Technological Services	Good	73,843	97,439	121,034	63.9%		226	1808	84,952	112,098	139,243
Galena Park ISD	Director, Technology Services	Good	90,332	108,835	127,337	41.0%		226	1808	103,922	125,208	146,494
San Antonio ISD	Director, Information Technology Services	Good	90,362	108,967	127,572	41.2%		230	1840	102,149	123,180	144,212
Pearland ISD	Director, Information Technology	Good	93,363	109,840	126,317	35.3%		240	1920	101,143	118,993	136,843
Forth Worth ISD	Director – Technology Planning & Management	Good	93,811	112,795	131,779	40.5%		240	1920	101,629	122,195	142,761
Klein ISD	Director, Information Technology	Good	100,761	122,879	144,997	43.9%		235	1880	111,480	135,951	160,423
Katy ISD	Dir Enterprise Sys	Good	105,679	123,755	141,831	34.2%		238	1904	115,448	135,195	154,942
Tomball ISD	Director, Technology	Good	107,440	124,931	142,421	32.6%		226	1808	123,604	143,725	163,847
Cypress-Fairbanks ISD	Director, Information Services	Good	109,108	130,667	152,225	39.5%		250	2000	113,472	135,893	158,314
City of Houston	Chief Information Officer	Good	113,152	194,376	275,600	143.6%		260	2080	113,152	194,376	275,600
Average			**97,785**	**123,448**	**149,111**	**51.6%**				**107,095**	**134,681**	**162,268**
Houston ISD	Director, Information Technology		**97,732**	**129,495**	**161,258**	**65.0%**		**260**	**2080**	**97,732**	**129,495**	**161,258**
								$ Difference		-9,363	-5,186	-1,010
								% Difference		-9.6%	-4.0%	-0.6%

Director, School Office

Descrip	Works with Chief School Officer (CSO), School Support Officers (SSOs) and cross-functional teams on critical issues and plans. Develops and implements strategic projects. Assists school-based leadership with planning and implementation of School Improvement Plans. Establishes and maintains routine reporting and statistical analyses. Helps schools access available instructional, supervisory, and facilities management resources. Delivers regular status briefings and leads in the development of related reports, presentations, and publications.
Quals	Bachelor's Degree in Education or related field and seven (7) years of educational experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Klein ISD	Manager, Campus Business	Good	50,954	62,139	73,323	43.9%		226	1808	58,620	71,487	84,354
Average			**50,954**	**62,139**	**73,323**	**43.9%**				**58,620**	**71,487**	**84,354**
Houston ISD	Director, School Office		**78,468**	**103,970**	**129,473**	**65.0%**		**260**	**2080**	**78,468**	**103,970**	**129,473**
								$ Difference		19,848	32,483	45,119
								% Difference		25.3%	31.2%	34.8%

Director, Secondary Curriculum & Development

Descrip | Sets the overall direction, vision, and priorities of content area; monitors results and quality. Provides operational and technical vision of digital content design and development, teacher training, materials, formative assessments, and online resources. Directs program evaluation process. Prepares and administers the budget for content planning, purchase of content materials and supplies, and the professional development of all department members. Develops and supports industry relationships with outside business partners, organizations, and community groups.

Quals | Master's Degree and seven (7) years of educational experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Cypress-Fairbanks ISD	Director High School Curriculum And Instructio	Good	87,370	104,634	121,898	39.5%		250	2000	90,865	108,819	126,774
Aldine ISD	Executive Director of Advanced Learning	Good	100,000	125,741	151,481	51.5%		226	1808	115,045	144,658	174,270
Katy ISD	E/Dir Secondary C&l	Good	127,413	149,128	170,844	34.1%		238	1904	139,191	162,913	186,636
Average			**104,928**	**126,501**	**148,074**	**41.7%**				**115,034**	**138,797**	**162,560**
Houston ISD	Director, Sec Curric & Devel		**78,468**	**103,970**	**129,473**	**65.0%**		**260**	**2080**	**78,468**	**103,970**	**129,473**
								$ Difference		-36,566	-34,827	-33,087
								% Difference		-46.6%	-33.5%	-25.6%

Director, Social & Emotional Learning

Descrip | Develops a tiered system of support to help schools address discipline and behavior issues. Ensures behavioral and crises intervention teams provide intervention support. Establishes progress monitoring and data collection procedures designed to develop district trainings that meet school needs. Collaborates with curriculum and academic interventions departments to ensure intervention assistance team is used appropriately to address both academic and behavioral concerns.

Quals | Master's Degree and seven (7) years of experience implementing various intervention programs.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Min	Mid	Max
Aldine ISD	Executive Director, Social & Emotional Learning	Good	100,000	125,741	151,481	51.5%		226	1808	115,045	144,658	174,270
Average			**100,000**	**125,741**	**151,481**	**51.5%**				**115,045**	**144,658**	**174,270**
Houston ISD	Director, Soc & Emotional Learning		**78,468**	**103,970**	**129,473**	**65.0%**		**260**	**2080**	**78,468**	**103,970**	**129,473**
							$ Difference			-36,577	-40,688	-44,797
							% Difference			-46.6%	-39.1%	-34.6%

Dyslexia Interventionist

Descrip Develops, manages, and implements dyslexia program; facilitates the needs of special education identified dyslexic students. Interpret test results to determine the remediation of reading deficits. Formulate weekly lesson plan for students based on goals and objectives. Collaborate with school administrators, classroom teachers, parents, and support personnel to communicate dyslexia procedures and progress. Complete and submit dyslexia report cards to principals and parents for each grade reporting period.

Quals Bachelor's Degree and three (3) years of teaching experience. Requires Teacher Certificate.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Dyslexia Peogram Specialist	Good	53,088	65,496	77,905	46.7%		198	1584	69,711	86,005	102,300
Forth Worth ISD	Dyslexia Evaluator	Good	57,460	70,589	83,717	45.7%		210	1680	71,141	87,395	103,650
Katy ISD	Dyslecia Lead Teacher	Good	58,499	69,827	81,154	38.7%		197	1576	77,207	92,157	107,107
Klein ISD	Dyslexia Specialist	Good	59,085	71,677	84,269	42.6%		195	1560	78,780	95,570	112,359
Tomball ISD	Content Specialist - K-2 ELA/K-12 Dyslexia	Good	64,503	79,144	93,785	45.4%		212	1696	79,107	97,063	115,019
Fort Bend ISD	Program Spec SPED 504/Dyslexia	Good	68,730	83,818	98,905	43.9%		238	1904	75,083	91,565	108,047
Average			**60,227**	**73,425**	**86,623**	**43.8%**				**75,172**	**91,626**	**108,080**
Houston ISD	Dyslexia Interventionist		**65,243**	**76,764**	**88,284**	**35.3%**		**260**	**2080**	**65,243**	**76,764**	**88,284**
							$ Difference			-9,929	-14,862	-19,796
							% Difference			-15.2%	-19.4%	-22.4%

Electrician

Descrip	Analyzes and corrects all electrical problems. Repairs, replaces, and overhauls all electrical equipment in a safe and proper manner. Maintains electrical systems throughout district facilities. Responds to electrical emergencies and power outages. Helps troubleshoot electrical control problems. Orders material and completes work orders. Repairs interior and exterior lighting systems.	
Quals	Vocational, Technical, or Business School Diploma and three (3) years of experience. Must be a Licensed Electrician.	

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Dallas	Electrician	Good	34,289	49,670	65,051	89.7%		260	2080	34,289	49,670	65,051
Aldine ISD	Electrician	Good	36,966	52,408	67,850	83.5%		256	2048	37,544	53,227	68,910
Cypress-Fairbanks ISD	Electrician III	Good	37,680	46,240	54,800	45.4%		250	2000	39,187	48,090	56,992
Klein ISD	Journeyman, Electrician	Good	39,590	47,981	56,371	42.4%		240	1920	42,890	51,979	61,069
City of Houston	Electrician	Good	41,808	60,749	79,690	90.6%		260	2080	41,808	60,749	79,690
Harris County	Electrician I	Good	42,640	57,720	72,800	70.7%		260	2080	42,640	57,720	72,800
San Antonio ISD	Electrician, Journeyman	Good	42,640	53,300	63,960	50.0%		260	2080	42,640	53,300	63,960
Fort Bend ISD	Electrician	Good	44,596	54,398	64,200	44.0%		260	2080	44,596	54,398	64,200
City of Austin, TX	Electrician I	Good	45,240	63,086	80,933	78.9%		260	2080	45,240	63,086	80,933
Forth Worth ISD	Electrician Journeyman	Good	46,775	57,443	68,110	45.6%		245	1960	49,639	60,959	72,280
Pearland ISD	Electrician	Good	46,855	55,750	64,644	38.0%		261	2088	46,675	55,536	64,396
Tomball ISD	Journeyman, Electrician	Good	47,251	55,584	63,917	35.3%		240	1920	51,189	60,216	69,243
Galena Park ISD	Electrician	Good	47,757	57,512	67,267	40.9%		260	2080	47,757	57,512	67,267
Average			**42,622**	**54,757**	**66,892**	**58.1%**				**43,546**	**55,880**	**68,215**
Houston ISD	Electrician		**38,042**	**48,503**	**58,964**	**55.0%**		**260**	**2080**	**38,042**	**48,503**	**58,964**
								$ Difference		-5,504	-7,377	-9,251
								% Difference		-14.5%	-15.2%	-15.7%

Electrician, Senior

Descrip	Coordinates and performs inspections. Supervises design, installation, maintenance, and repairs. Provides technical assistance to staff. Coordinates and expedites work requests; ensures proper clearances and permits. Implements asbestos clearance for all work activities involving new electrical or repair work. Implements workplace personnel safety practices.
Quals	Vocational, Technical, or Business School Diploma and five (5) years of experience. Must be a Licensed Electrician.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Cypress-Fairbanks ISD	Electrician I	Good	52,320	61,550	70,780	35.3%		250	2000	54,413	64,012	73,611
Harris County	Electrician II	Good	56,966	78,403	99,840	75.3%		260	2080	56,966	78,403	99,840
Average			**54,643**	**69,977**	**85,310**	**55.3%**				**55,689**	**71,208**	**86,726**
Houston ISD	Electrician, Senior		**41,846**	**53,353**	**64,861**	**55.0%**		**260**	**2080**	**41,846**	**53,353**	**64,861**
								$ Difference		-13,843	-17,855	-21,865
								% Difference		-33.1%	-33.5%	-33.7%

Ethics & Compliance Analyst

Descrip | Reviews and monitors ethical conduct, processes, various contracts, payments, and policies and procedures to ensure activities of all employees are conducted in accordance with local, state, and federal laws and district policies. Conducts investigations regarding potential conflicts of interests, allegations of misconduct, and misappropriations. Conducts compliance reviews and assists with follow-up audits. Collaborates with Ethics and Compliance Officer, Office of Internal Audit, and other district offices and personnel.

Quals | Bachelor's Degree in a business-related field and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Forth Worth ISD	Compliance Analyst	Good	50,045	60,345	70,644	41.2%		240	1920	54,215	65,373	76,531
Katy ISD	Spec Prg Compliance	Good	78,740	94,302	109,864	39.5%		228	1824	89,791	107,537	125,284
Average			**64,392**	**77,323**	**90,254**	**40.3%**				**72,003**	**86,455**	**100,907**
Houston ISD	Ethics & Compliance Analyst		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
						$ Difference				-25,973	-27,766	-29,560
						% Difference				-56.4%	-47.3%	-41.4%

Executive Administrative Assistant, Senior

Descrip | Provides support for Chiefs in the areas of correspondence, report preparation, public relations, managing calendars/meetings, and information dissemination. Maintains files and confidential data. Provides direction to clerical/secretarial personnel. Delegates and coordinates work activities. Proofreads and corrects documents. Screens incoming calls, provides requested information, records messages, and redirects inquires to appropriate individual or department.

Quals | High School Diploma or GED equivalent and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Executive Secretary	Good	30,275	43,845	57,415	89.6%		260	2080	30,275	43,845	57,415
City of Houston	Executive Office Assistant	Good	35,360	51,350	67,340	90.4%		260	2080	35,360	51,350	67,340
City of Austin, TX	Assistant City Manager Executive Secretary	Good	41,018	57,304	73,590	79.4%		260	2080	41,018	57,304	73,590
Fort Bend ISD	Executive Assistant III	Good	41,711	50,868	60,025	43.9%		238	2080	41,711	50,868	60,025
Klein ISD	Administrative Assistant, (exec)	Good	42,131	52,114	62,096	47.4%		235	1880	46,613	57,658	68,702
Aldine ISD	Executive Asst to Chief	Good	43,898	57,305	70,711	61.1%		226	1808	50,502	65,926	81,349
San Antonio ISD	Executive Secretary, Senior	Good	44,990	56,233	67,475	50.0%		260	2080	44,990	56,233	67,475
Forth Worth ISD	Admin Assistant IIIa – Division Chief	Good	45,602	56,017	66,432	45.7%		240	1920	49,402	60,685	71,968
Tomball ISD	Executive Asst, Superintendent	Good	47,225	56,229	65,233	38.1%		226	1808	54,330	64,688	75,047
Galena Park ISD	Administrative Assistant, Assistant Superintende	Good	48,420	58,313	68,205	40.9%		229	1832	54,974	66,206	77,438
Cypress-Fairbanks ISD	Executive Secretary	Good	49,930	58,738	67,545	35.3%		250	2000	51,927	61,087	70,247
Pearland ISD	Exec Asst SUPT/BOT	Good	53,571	63,140	72,709	35.7%		240	1920	58,035	68,402	78,768
Katy ISD	Secretary Chief	Good	57,253	68,563	79,873	39.5%		238	1904	62,546	74,901	87,256
Average			**44,722**	**56,155**	**67,588**	**53.6%**				**47,822**	**59,935**	**72,048**
Houston ISD	Executive Administrative Assistant, Senior		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
								$ Difference		-1,792	-1,246	-701
								% Difference		-3.9%	-2.1%	-1.0%

Executive Director, Counseling & Compliance

Descrip | Helps ensure campuses meet state recommended personal graduation plan requirements. Manages critical events, issues, and strategic initiatives. Develops and manages projects with school governance and organizational impact. Provides support to campuses on requirements related to graduation, counseling, and PEIMS data submissions. Monitors, assesses, and interacts with campus principals and other assigned staff. Works with the Assistant Superintendent to ensure that school-based initiatives related to graduation requirements and PEIMS data submission align with district goals and strategic direction.

Quals | Bachelor's Degree in Education or related field and seven (7) years of educational experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Galena Park ISD	Director, Mental Health & Social Services	Good	94,850	114,277	133,704	41.0%		226	1808	109,119	131,469	153,819
Katy ISD	E/Die SPED Coun Psych	Good	127,413	149,128	170,844	34.1%		238	1904	139,191	162,913	186,636
Average			**111,132**	**131,703**	**152,274**	**37.5%**				**124,155**	**147,191**	**170,227**
Houston ISD	Executive Director, Counseling & Compliance		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
								$ Difference		-37,840	-32,824	-27,807
								% Difference		-43.8%	-28.7%	-19.5%

Executive Director, Multilingual Program

Descrip Provides administrative leadership and supervision for the Multilingual Department. Provides technical support to district and regional staff. Develops systems to improve data quality and program services for special population students. Designs and implements district-wide student academic initiatives and services to improve the educational programming of English Language Learners. Establishes and maintains contact with local, state, and federal agencies on issues related to second language students.

Quals Master's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Fort Bend ISD	Director, Multilingual Program	Good	93,227	111,650	130,073	39.5%		238	1904	101,845	121,971	142,097
Katy ISD	Dir ESL & BIL Prgms	Good	97,894	117,241	136,588	39.5%		238	1904	106,943	128,079	149,214
Forth Worth ISD	Exec Director – Bilingual ESL Programs	Good	98,278	120,587	142,896	45.4%		240	1920	106,468	130,636	154,804
Aldine ISD	Executive Director, Multilingual Program	Good	100,000	125,741	151,481	51.5%		226	1808	115,045	144,658	174,270
Pearland ISD	Dir Bilingual Srvs	Good	101,735	119,689	137,642	35.3%		230	1840	115,005	135,300	155,595
San Antonio ISD	Asst Supt Bil, ESL, M	Good	122,937	148,249	173,560	41.2%		230	1840	138,973	167,586	196,199
Average			**102,345**	**123,859**	**145,373**	**42.1%**				**114,046**	**138,038**	**162,030**
Houston ISD	Executive Director, Multilingual Program		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**

$ Difference	-27,731	-23,671	-19,610
% Difference	-32.1%	-20.7%	-13.8%

Salary Survey Results for HOUSTON ISD, TX

Executive Director, Special Education

Descrip | Provides direct support and specialized training to campus and district staff. Implements child find responsibilities, evaluations, ARD/IEP process, eligibility determination, specially designed instruction, placements, and related services. Works with Intervention Assistance Team. Monitors implementation of the ARD/IEP process via the special education data management system. Provides ongoing support to campus leaders, teachers, and support staff. Supervises the work of special education parent liaisons.

Quals | Master's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Director SPED Evaluation & Specialized Progra	Good	93,227	98,150	103,073	10.6%		238	1904	101,845	107,223	112,601
Forth Worth ISD	Executive Director, Special Education	Good	98,278	120,587	142,896	45.4%		240	1920	106,468	130,636	154,804
Klein ISD	Director, Special Education	Good	100,761	122,879	144,997	43.9%		235	1880	111,480	135,951	160,423
Galena Park ISD	Senior Director, Special Education	Good	103,431	124,585	145,738	40.9%		226	1808	118,992	143,328	167,664
San Antonio ISD	Senior Executive Director, Special Education	Good	113,832	137,268	160,703	41.2%		230	1840	128,679	155,172	181,665
Katy ISD	E/DIR SPED Counc Psych	Good	127,413	149,128	170,844	34.1%		238	1904	139,191	162,913	186,636
Average			**106,157**	**125,433**	**144,709**	**36.0%**				**117,776**	**139,204**	**160,632**
Houston ISD	Executive Director, Special Education		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
							$ Difference			-31,461	-24,837	-18,212
							% Difference			-36.4%	-21.7%	-12.8%

Food Service Attendant

Descrip | Prepares all foods as assigned using the approved recipe and stated quantities according to food production records. Loads and examines trays to ensure they contain required items. Cleans and sterilizes dishes, equipment, and facilities. Monitors food preparation and serving techniques to ensure that proper procedures are followed.

Quals | Basic reading and writing skills and less than six (6) months of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Pearland ISD	Cafeteria Worker	Good	10,235	11,766	13,297	29.9%		178	890	23,920	27,498	31,075
Klein ISD	Production Assistant I	Good	15,222	18,153	21,084	38.5%		177	1416	22,360	26,666	30,971
Galena Park ISD	Student Nutrition Specialist I	Good	16,547	19,936	23,325	41.0%		178	1424	24,170	29,120	34,070
Fort Bend ISD	Cafeteria Specialist	Good	16,686	20,358	24,030	44.0%		180	1440	24,102	29,406	34,710
Forth Worth ISD	Nutrition Services Worker	Good	16,719	20,533	24,346	45.6%		183	1464	23,754	29,172	34,590
Aldine ISD	Child Nutrition Worker	Good	17,513	25,447	33,380	90.6%		179	1432	25,438	36,962	48,485
Tomball ISD	Production Specialist, Child Nutrition	Good	17,930	21,606	25,281	41.0%		186	1488	25,063	30,201	35,339
Cypress-Fairbanks ISD	Food Service Worker	Good	22,340	26,820	31,300	40.1%		250	2000	23,234	27,893	32,552
Katy ISD	FS F/T	Good	24,024	27,820	31,616	31.6%		260	2080	24,024	27,820	31,616
San Antonio ISD	Food Service Cook (7.0HRS)	Good	28,060	31,501	34,942	24.5%		230	1480	39,436	44,271	49,107
Average			**18,528**	**22,394**	**26,260**	**42.7%**				**25,550**	**30,901**	**36,252**
Houston ISD	Food Service Attendant		**29,120**	**29,120**	**29,120**	**0.0%**		**260**	**2080**	**29,120**	**29,120**	**29,120**
							$ Difference			3,570	-1,781	-7,132
							% Difference			12.3%	-6.1%	-24.5%

Food Service Attendant Team Leader 2

Descrip	Supervises the service of food. Oversees standards of cleanliness, health, and safety processes and procedures. Follows health and safety codes and regulations. Develops and maintains work schedules, work organization chart, and production records. Oversees financial performance of the kitchen. Orders food and supplies. Monitors food, supplies, and equipment for proper usage and labor cost management.
Quals	High School Diploma or GED equivalent and six (6) months of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Katy ISD	Food Service Manager	Good	18,036	21,359	24,682	36.8%		176	1408	26,645	31,554	36,462
Galena Park ISD	Student Nutrition Specialist II	Good	18,569	22,400	26,230	41.3%		178	1424	27,123	32,718	38,314
Fort Bend ISD	Asst Manager Cafeteria	Good	20,005	24,397	28,788	43.9%		180	1440	28,896	35,239	41,583
Pearland ISD	Cafeteria Asst Mgr	Good	20,271	24,116	27,960	37.9%		187	1496	28,184	33,530	38,875
Tomball ISD	Asst Manager, Child Nutrition	Good	20,356	24,523	28,689	40.9%		186	1488	28,455	34,279	40,103
Forth Worth ISD	Manager II – Child Nutrition Services	Good	25,704	31,556	37,407	45.5%		189	1512	35,360	43,410	51,459
Klein ISD	Manager, Cafeteria High School	Good	28,440	33,854	39,269	38.1%		180	1440	41,080	48,901	56,722
Aldine ISD	Child Nutrition Manager	Good	29,217	40,924	52,631	80.1%		226	1808	33,613	47,081	60,549
Cypress-Fairbanks ISD	Lead Food Production Worker	Good	31,140	38,210	45,280	45.4%		250	2000	32,386	39,738	47,091
San Antonio ISD	Food Service Manager HS	Good	37,168	45,393	53,618	44.3%		230	1840	42,016	51,314	60,611
Average			**24,891**	**30,673**	**36,455**	**45.4%**				**32,376**	**39,776**	**47,177**
Houston ISD	Food Service Attendant TL 2		**29,120**	**29,689**	**30,258**	**3.9%**		**260**	**2080**	**29,120**	**29,689**	**30,258**

	$ Difference	-3,256	-10,087	-16,919
	% Difference	-11.2%	-34.0%	-55.9%

General Clerk I

Descrip	Provides clerical support. Maintains general office and departmental files. Processes documents in accordance with established procedures. Looks up files and retrieves content as requested.
Quals	High School Diploma or GED equivalent and six (6) months of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Pearland ISD	Clerk, Records	Good	18,479	22,650	26,820	45.1%		197	1576	24,389	29,893	35,397
Klein ISD	Clerk, Data Entry	Good	18,798	22,448	26,099	38.8%		195	1560	25,064	29,931	34,798
Aldine ISD	General Clerical Campus	Good	18,850	27,324	35,799	89.9%		187	1496	26,208	37,991	49,774
Galena Park ISD	Clerk, Data Entry	Good	19,633	23,667	27,701	41.1%		226	1582	25,813	31,117	36,421
Fort Bend ISD	General Clerk I	Good	20,610	25,140	29,670	44.0%		238	1904	22,515	27,464	32,413
Tomball ISD	Clerk, Health Services	Good	21,197	25,544	29,891	41.0%		192	1536	28,704	34,591	40,477
Forth Worth ISD	Office Assistant Iia	Good	24,245	29,768	35,290	45.6%		240	1920	26,265	32,248	38,231
Cypress-Fairbanks ISD	Data Entry Clerk	Good	26,170	31,347	36,523	39.6%		250	2000	27,217	32,600	37,984
City of Houston	Clerk	Good	27,144	32,045	36,946	36.1%		260	2080	27,144	32,045	36,946
San Antonio ISD	Clerk, Office	Good	27,600	30,912	34,224	24.0%		230	1840	31,200	34,944	38,688
Harris County	Clerk I	Good	27,710	33,640	39,570	42.8%		260	2080	27,710	33,640	39,570
City of Austin, TX	Administrative Associate	Good	31,824	40,414	49,005	54.0%		260	2080	31,824	40,414	49,005
Katy ISD	Clerk	Good	34,919	41,812	48,704	39.5%		238	1904	38,147	45,677	53,206
Average			**24,398**	**29,747**	**35,096**	**44.7%**				**27,862**	**34,043**	**40,224**
Houston ISD	General Clerk I		**29,120**	**29,689**	**30,258**	**3.9%**		**260**	**2080**	**29,120**	**29,689**	**30,258**
							$ Difference			1,258	-4,354	-9,966
							% Difference			4.3%	-14.7%	-32.9%

Salary Survey Results for HOUSTON ISD, TX

General Counsel

Descrip — Advises the Superintendent and designated staff on various legal issues. Manages Legal Services and Open Records Department staff. Reviews contracts and agreements for legal sufficiency. Addresses legal issues at departmental and committee meetings. Attends school board meetings. Monitors proposed legislation affecting the school district. Reviews policies and procedures for periodic revisions. Monitors legal services provided by outside law firms. Represents the Superintendent and school district in administrative and judicial proceedings.

Quals — Master's Degree and seven (7) years of experience. Must be a State of Texas Licensed Attorney.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Senior Counsel	Good	115,752	139,576	163,399	41.2%		240	1920	125,398	151,207	177,016
Fort Bend ISD	General Counsel	Good	143,376	175,921	208,465	45.4%		238	1904	156,629	192,182	227,735
Pearland ISD	General Counsel	Good	147,746	169,823	191,899	29.9%		230	1840	167,017	191,973	216,929
Katy ISD	General Counsel	Good	168,185	196,850	225,515	34.1%		238	1904	183,732	215,046	246,360
Cypress-Fairbanks ISD	General Counsel	Good	169,183	199,178	229,173	35.5%		260	2080	169,183	199,178	229,173
Aldine ISD	General Counsel	Good	169,950	187,656	205,362	20.8%		226	1808	195,517	215,887	236,257
Average			**152,365**	**178,167**	**203,969**	**34.5%**				**166,246**	**194,246**	**222,245**
Houston ISD	General Counsel		**114,885**	**557,442**	**999,999**	**770.4%**		**260**	**2080**	**114,885**	**557,442**	**999,999**
							$ Difference			-51,361	363,196	777,754
							% Difference			-44.7%	65.2%	77.8%

General Manager, Communications

Descrip	Directs development, implementation, and monitoring of special initiatives and strategies to improve communications to staff, families, and civic, business, and community partners. Collaborates with team members to develop communication messages for specific, identified target audiences. Integrates new media strategies into communications plans. Provides leadership and editorial direction for content in system-wide multimedia products. Coordinates development of informational products for staff, students, parents, and the community.
Quals	Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Coordinator IV – Communications	Good	64,858	78,208	91,558	41.2%		240	1920	70,263	84,725	99,188
Fort Bend ISD	Coordinator, Communications	Good	66,074	81,072	96,070	45.4%		238	1904	72,182	88,566	104,950
Klein ISD	Manager, Communication Project	Good	71,918	87,722	103,526	44.0%		226	1808	82,737	100,919	119,101
Average			**67,617**	**82,334**	**97,051**	**43.5%**				**75,061**	**91,403**	**107,746**
Houston ISD	General Manager, Communications		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
								$ Difference		11,254	22,964	34,674
								% Difference		13.0%	20.1%	24.3%

General Manager, Facility Maintenance & Ops

Descrip	Oversees the maintenance and operational functions of all district schools and support facilities. Provides leadership and management to all facility maintenance and operations staff and vendors. Develops and implements strategic plan for district facilities. Develops and manages facilities budget; ensures proper allocation and expenditure of resources. Interacts with top district management. Serves as representative to city and local governmental officials. Provides development and oversight of all facility related RFPs, RFQs, and contracts for maintenance and operations functions.
Quals	Bachelor's Degree in Business Management, Construction Management, or Business Administration and seven (7) years of experience managing multiple functions of a facilities organization related to maintenance and operations.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Manager III	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
Galena Park ISD	Assistant Director, Maintenance	Good	83,643	100,773	117,904	41.0%		226	1808	96,226	115,934	135,642
Aldine ISD	Executive Director Buildings and Properties	Good	100,000	125,741	151,481	51.5%		226	1808	115,045	144,658	174,270
Fort Bend ISD	Director Facilities Maintenance	Good	101,629	124,699	147,768	45.4%		238	1904	111,023	136,225	161,427
Katy ISD	Dir Maint Spec Proj	Good	105,679	123,691	141,703	34.1%		238	1904	115,448	135,125	154,801
Cypress-Fairbanks ISD	Director General Administration	Good	106,745	125,582	144,418	35.3%		250	2000	111,015	130,605	150,195
Forth Worth ISD	General Manager – Maintenance & Operations	Good	112,637	135,820	159,002	41.2%		240	1920	122,023	147,138	172,252
Average			**96,828**	**119,148**	**141,469**	**48.3%**				**105,463**	**129,631**	**153,799**
Houston ISD	General Manager, Facil Maint & Operations		**94,947**	**125,804**	**156,662**	**65.0%**		**260**	**2080**	**94,947**	**125,804**	**156,662**
								$ Difference		-10,516	-3,827	2,863
								% Difference		-11.1%	-3.0%	1.8%

General Manager, Human Resources

Descrip	Establishes and maintains strong internal relationships with senior management. Oversees establishment of goals, objectives, and professional supports for development of new teachers and other professional educators. Creates, analyzes, monitors, and presents data regarding District needs and goals. Serves as District designee and liaison for the Superintendent with the Texas Education Agency and State Board for Educator Certification.
Quals	Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Manager III	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
City of Houston	Manager, Human Resources	Good	67,600	101,478	135,356	100.2%		260	2080	67,600	101,478	135,356
City of Austin, TX	Human Resources Manager III	Good	82,618	119,246	155,875	88.7%		260	2080	82,618	119,246	155,875
Fort Bend ISD	Director, Human Resources	Good	101,629	124,699	147,768	45.4%		238	1904	111,023	136,225	161,427
Katy ISD	Dir Employee Relations	Good	105,679	123,755	141,831	34.2%		238	1904	115,448	135,195	154,942
Cypress-Fairbanks ISD	Director, Human Resources	Good	106,745	125,582	144,418	35.3%		250	2000	111,015	130,605	150,195
Average			**88,622**	**115,416**	**142,209**	**65.6%**				**92,527**	**120,081**	**147,634**
Houston ISD	General Manager, Human Resources		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
								$ Difference		-6,212	-5,714	-5,214
								% Difference		-7.2%	-5.0%	-3.7%

General Manager, Purchasing

Descrip | Develops and implements procurement, travel, and pro-card processes in compliance with state and federal laws and district policies. Designs, implements, and improves business process initiatives, priorities, and standards. Monitors daily procurement operators. Works with Business Assistance to develop and improve M/WBE participation on bids, proposals, and quotes. Approves new suppliers and manages existing suppliers for the duration of the contract with the district. Resolves problems encountered within the purchasing functions.

Quals | Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Manager III	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
City of Houston	Manager, Purchasing	Good	67,600	101,478	135,356	100.2%		260	2080	67,600	101,478	135,356
Klein ISD	Manager, Purchasing	Good	68,478	83,072	97,666	42.6%		226	1808	78,780	95,570	112,359
Aldine ISD	Director of Purchasing	Good	73,843	97,439	121,034	63.9%		226	1808	84,952	112,098	139,243
Galena Park ISD	Director, Purchasing	Good	83,643	100,773	117,904	41.0%		226	1808	96,226	115,934	135,642
Forth Worth ISD	Exec Director – Purchasing	Good	95,054	114,617	134,179	41.2%		240	1920	102,975	124,168	145,361
Cypress-Fairbanks ISD	Director Procurement Services	Good	98,840	116,282	133,723	35.3%		250	2000	102,794	120,933	139,072
Fort Bend ISD	Director Materials Management	Good	101,628	124,698	147,768	45.4%		238	1904	111,022	136,225	161,427
Katy ISD	Dir, Purchasing	Good	105,679	123,691	141,703	34.1%		238	1904	115,448	135,125	154,801
Average			**84,692**	**106,643**	**128,593**	**54.8%**				**91,918**	**115,474**	**139,030**
Houston ISD	General Manager, Purchasing		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
						$ Difference				-5,603	-1,107	3,390
						% Difference				-6.5%	-1.0%	2.4%

Grounds Worker

Descrip | Performs general grounds maintenance tasks. Operates machinery necessary to maintain grounds. Cuts grass, repairs damaged lawns, and prunes trees and shrubs. Lays out and tends flower beds or other decorative vegetation. Maintains driveways and parking lots. Performs routine cleaning and maintenance on gardening and grounds equipment. Maintains the recycling center.

Quals | Basic reading and writing skills and less than six (6) months of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Aldine ISD	Groundskeeper	Good	21,485	32,752	44,019	104.9%		257	2056	21,736	33,134	44,533
Klein ISD	Laborer, Groundskeeper	Good	22,560	27,341	32,122	42.4%		240	1920	24,440	29,619	34,798
Tomball ISD	Groundskeeper	Good	23,136	27,879	32,621	41.0%		240	1920	25,064	30,202	35,339
Cypress-Fairbanks ISD	Groundskeeper	Good	23,640	29,020	34,400	45.5%		250	2000	24,586	30,181	35,776
Fort Bend ISD	Groundskeeper	Good	24,101	29,405	34,709	44.0%		260	2080	24,101	29,405	34,709
Pearland ISD	Grounds General	Good	24,534	29,190	33,846	38.0%		261	2088	24,440	29,078	33,716
Forth Worth ISD	Grounds Worker	Good	24,833	30,508	36,182	45.7%		245	1960	26,353	32,375	38,397
Katy ISD	Groundskeeper	Good	25,202	29,608	34,014	35.0%		261	2088	25,106	29,494	33,883
Galena Park ISD	General Groundskeeper	Good	27,123	32,718	38,314	41.3%		260	2080	27,123	32,718	38,314
City of Houston	Groundskeeper	Good	27,144	32,045	36,946	36.1%		260	2080	27,144	32,045	36,946
City of Dallas	Laborer	Good	29,120	36,129	43,137	48.1%		260	2080	29,120	36,129	43,137
Harris County	Laborer II	Good	29,927	36,331	42,735	42.8%		260	2080	29,927	36,331	42,735
City of Austin, TX	Building & Grounds Assistant	Good	31,200	38,969	46,738	49.8%		260	2080	31,200	38,969	46,738
San Antonio ISD	Groundskeeper I	Good	31,720	35,610	39,499	24.5%		260	2080	31,720	35,610	39,499
Average			**26,123**	**31,964**	**37,806**	**45.6%**				**26,576**	**32,521**	**38,466**
Houston ISD	Grounds Worker		**29,120**	**29,120**	**29,120**	**0.0%**		**260**	**2080**	**29,120**	**29,120**	**29,120**
								$ Difference		2,544	-3,401	-9,346
								% Difference		8.7%	-11.7%	-32.1%

Health & Medical Services Manager

Descrip	Provides oversight of Health and Medical Services projects by region. Collects and analyzes data used in planning and implementing school health professional growth development. Participates in recruitment, selection, and retention of school nurses. Conducts orientation, professional development, and appropriate certification training for nurses transitioning into the practice of school nursing. Supports development of effective school health programs.
Quals	Baccalaureate Degree in Nursing and five (5) years of experience. Must be a licensed Registered Nurse.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Cypress-Fairbanks ISD	Coordinator of Health Services	Good	77,760	93,127	108,493	39.5%		250	2000	80,870	96,852	112,833
Pearland ISD	Coord Health Srvs	Good	79,702	95,452	111,201	39.5%		230	1840	90,098	107,902	125,705
Average			**78,731**	**94,289**	**109,847**	**39.5%**				**85,484**	**102,377**	**119,269**
Houston ISD	Health & Medical Services Manager		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
								$ Difference		-26,530	-24,262	-21,994
								% Difference		-45.0%	-31.1%	-22.6%

Human Resources Business Partner

Descrip	Serves as the primary facilitator working with clients to proactively reach staffing goals and secure top talent for the District. Provides timely and effective solutions to applicants, employees, supervisors, and managers. Analyzes staffing trends, key metrics, and compliance requirements; develops and implements strategies for employee retention. Collaborates with hiring managers and the Recruitment team; assists with planning, organizing, and leading recruitment tasks and projects. Resolves and escalates personnel issues.
Quals	Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Human Resources Partner II	Good	45,638	66,110	86,581	89.7%		260	2080	45,638	66,110	86,581
City of Houston	Senior Human Resources Specialist	Good	48,880	72,072	95,264	94.9%		260	2080	48,880	72,072	95,264
Fort Bend ISD	Advisor Human Resources	Good	51,310	62,567	73,823	43.9%		238	1904	56,053	68,350	80,647
City of Austin, TX	Human Resources Advisor	Good	54,954	78,000	101,046	83.9%		260	2080	54,954	78,000	101,046
Cypress-Fairbanks ISD	Human Resource Specialist Recruitment And Re	Good	56,730	67,942	79,153	39.5%		250	2000	58,999	70,659	82,319
Forth Worth ISD	Coordinator IV – HCM	Good	64,858	78,208	91,558	41.2%		240	1920	70,263	84,725	99,188
Average			**53,728**	**70,816**	**87,904**	**65.5%**				**55,798**	**73,319**	**90,841**
Houston ISD	Human Resources Business Partner		**53,595**	**71,013**	**88,432**	**65.0%**		**260**	**2080**	**53,595**	**71,013**	**88,432**
							$ Difference			-2,203	-2,306	-2,409
							% Difference			-4.1%	-3.2%	-2.7%

Human Resources Business Partner Associate

Descrip | Coordinates pre-employment processes for principals, managers, candidates, employees, and the general public. Audits and approves certification eligibility for all new hires in core academic subject areas. Facilitates the hiring process between departments, schools, applicants, and HR areas. Audits and tracks highly qualified status of core academic teachers. Reviews and prepares documents required for personnel actions.

Quals | Bachelor's Degree and one (1) year of Human Resources experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Klein ISD	Specialist, Human Resource Services	Good	34,122	42,723	51,324	50.4%		235	1880	37,752	47,268	56,784
Cypress-Fairbanks ISD	HR Specialist, Professional Staffing	Good	34,830	41,717	48,603	39.5%		250	2000	36,223	43,385	50,547
Katy ISD	Spec HR	Good	34,919	41,812	48,704	39.5%		238	1904	38,147	45,677	53,206
City of Houston	Human Resources Soecialist	Good	39,728	57,382	75,036	88.9%		260	2080	39,728	57,382	75,036
City of Dallas	Human Resources Partner I	Good	41,490	60,086	78,682	89.6%		260	2080	41,490	60,086	78,682
Fort Bend ISD	Specialist HR II	Good	41,711	50,868	60,025	43.9%		238	1904	45,567	55,570	65,574
Forth Worth ISD	Specialist – HCM Transactional Team	Good	45,602	56,017	66,432	45.7%		240	1920	49,402	60,685	71,968
Average			**38,915**	**50,086**	**61,258**	**56.8%**				**41,187**	**52,865**	**64,542**
Houston ISD	Human Resources Business Partner Associate		**41,846**	**53,353**	**64,861**	**55.0%**		**260**	**2080**	**41,846**	**53,353**	**64,861**
							$ Difference			659	488	319
							% Difference			1.6%	0.9%	0.5%

HVAC Repairer, Senior

Descrip | Operates, maintains, and services HVAC cooling systems and related equipment. Services and replaces motors, fans, exhausts, and vent systems. Diagnoses problems and repairs equipment. Maintains inventory of equipment and supplies.

Quals | Vocational, Technical, or Business School Diploma and one (1) year of experience. Must be a Certified HVAC Technician.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	HVAC Technician II	Good	33,800	41,371	48,942	44.8%		260	2080	33,800	41,371	48,942
City of Dallas	Senior Heating, Ventilation, Air Conditioning M	Good	34,289	49,670	65,051	89.7%		260	2080	34,289	49,670	65,051
Aldine ISD	HVAC Technician	Good	41,185	55,081	68,977	67.5%		256	2048	41,829	55,942	70,054
City of Houston	Heating & Air Conditioning Leader	Good	41,808	60,749	79,690	90.6%		260	2080	41,808	60,749	79,690
Klein ISD	Mechanic, HVAC Licensed II	Good	43,949	53,261	62,573	42.4%		240	1920	47,611	57,699	67,787
City of Austin, TX	Facility HVAC Technician	Good	45,240	63,086	80,933	78.9%		260	2080	45,240	63,086	80,933
Forth Worth ISD	Technician II (Journeyman) – HVAC	Good	46,775	57,443	68,110	45.6%		245	1960	49,639	60,959	72,280
Tomball ISD	Journeyman, HVAC	Good	47,251	55,584	63,917	35.3%		240	1920	51,189	60,216	69,243
Cypress-Fairbanks ISD	HVAC Technician III	Good	50,220	58,620	67,020	33.5%		250	2000	52,229	60,965	69,701
Fort Bend ISD	HVAC Technician III	Good	51,088	62,290	73,492	43.9%		260	2080	51,088	62,290	73,492
Galena Park ISD	HVAC Technician III	Good	51,542	62,109	72,675	41.0%		260	2080	51,542	62,109	72,675
Katy ISD	HVAC TECHN SR	Good	51,970	61,533	71,096	36.8%		261	2088	51,771	61,298	70,824
Pearland ISD	HVAC Tech Master	Good	55,708	66,336	76,964	38.2%		261	2080	55,708	66,336	76,964
Average			**45,756**	**57,472**	**69,188**	**52.9%**				**46,749**	**58,668**	**70,587**
Houston ISD	HVAC Repairer, Senior		**41,846**	**53,353**	**64,861**	**55.0%**		**260**	**2080**	**41,846**	**53,353**	**64,861**
								$ Difference		-4,903	-5,315	-5,726
								% Difference		-11.7%	-10.0%	-8.8%

Information Modeler, Senior

Descrip | Collaborates with client groups to assess data requirements and business needs. Implements new business and information management processes. Conducts business studies; analyzes competitive situation and recommends business process changes. Creates system specifications that meet business requirements. Leads local system rollouts and supports data conversions. Develops processes, procedures, and training. Conducts systems testing.

Quals | Bachelor's Degree and twelve (12) years of experience in applications and business system analysis.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	IT Professional - Business Analyst	Good	60,840	90,545	120,250	97.6%		260	2080	60,840	90,545	120,250
City of Dallas	Information Technology Business Analyst V	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
Fort Bend ISD	Business Analyst	Good	79,074	96,432	113,789	43.9%		238	1904	86,383	105,345	124,307
Average			**69,125**	**94,904**	**120,682**	**77.1%**				**71,561**	**97,875**	**124,188**
Houston ISD	Information Modeler, Senior		**80,770**	**107,020**	**133,271**	**65.0%**		**260**	**2080**	**80,770**	**107,020**	**133,271**
								$ Difference		9,209	9,145	9,083
								% Difference		11.4%	8.5%	6.8%

Salary Survey Results for HOUSTON ISD, TX

Instructional Specialist

Descrip | Assists teachers in developing and implementing instructional goals. Collaborates with teachers to develop various assessment tools for evaluation of student achievement. Observes classroom instructional strategies and makes recommendations. Analyzes data and provides instructional plans of action to improve instruction. Recommends and coordinates professional development opportunities for teachers. Conducts conferences with parents and students. Counsels, mentors, and refocuses students.

Quals | Bachelor's Degree and three (3) years of teaching experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Tomball ISD	Academic Specialist	Good	56,000	61,918	67,835	21.1%		260	2080	56,000	61,918	67,835
Katy ISD	Instructional Coach	Good	57,014	68,054	79,094	38.7%		192	1536	77,207	92,157	107,107
San Antonio ISD	Instructional Coach	Good	57,646	71,120	84,594	46.7%		215	1720	69,711	86,005	102,300
Forth Worth ISD	Instructional Specialist – Leadership Academy N	Good	58,052	70,891	83,730	44.2%		187	1496	80,714	98,565	116,416
Cypress-Fairbanks ISD	Academic Achievement Specialist, HS	Good	60,153	72,039	83,925	39.5%		205	1640	76,292	91,367	106,441
Fort Bend ISD	Instructional Specialist	Good	60,644	73,957	87,269	43.9%		210	2080	60,644	73,957	87,269
Average			**58,252**	**69,663**	**81,075**	**39.0%**				**70,095**	**83,995**	**97,895**
Houston ISD	Instructional Specialist		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
							$ Difference			-21,372	-19,438	-17,503
							% Difference			-43.9%	-30.1%	-21.8%

Intermediate IT Customer Service Representative

Descrip | Coordinates, diagnoses, and troubleshoots incoming employee calls or incident tickets. Provides support services to employees with information technology issues. Resolves problems or escalates to appropriate personnel; provides case status updates. Develops, documents, and implements standard operating procedures and customer service guidelines.

Quals | High School Diploma or GED equivalent and up to two (2) years of journey-level experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Houston	IT Help Desk Coordinator	Good	33,592	48,646	63,700	89.6%		260	2080	33,592	48,646	63,700
Katy ISD	Analyst Tech Support	Good	39,451	47,257	55,064	39.6%		238	1904	43,098	51,626	60,154
San Antonio ISD	Technician, Help Desk	Good	42,016	51,314	60,611	44.3%		260	2080	42,016	51,314	60,611
Forth Worth ISD	Analyst User Support	Good	42,918	52,340	61,761	43.9%		238	1904	46,885	57,178	67,470
Galena Park ISD	Computer Network Technician/Help Desk	Good	42,994	51,799	60,604	41.0%		226	1808	49,462	59,592	69,722
Fort Bend ISD	Specialist I – Customer Services	Good	43,507	52,320	61,133	40.5%		238	1904	47,529	57,156	66,784
Cypress-Fairbanks ISD	Help Desk Tech	Good	44,691	53,531	62,371	39.6%		230	1840	50,520	60,513	70,506
Klein ISD	Specialist, Application Support Help Desk	Good	46,628	56,518	66,408	42.4%		226	1808	53,643	65,021	76,398
Average			**41,975**	**51,716**	**61,456**	**47.6%**				**45,843**	**56,381**	**66,918**
Houston ISD	Intermediate IT Customer Service Representative		**34,583**	**44,094**	**53,604**	**55.0%**		**260**	**2080**	**34,583**	**44,094**	**53,604**

$ Difference	-11,260	-12,287	-13,314
% Difference	-32.6%	-27.9%	-24.8%

Salary Survey Results for HOUSTON ISD, TX

Internal Auditor

Descrip Assists in planning and performing assigned audits, reviews, and special projects. Analyzes risk areas and internal controls. Develops an audit program to test design and effectiveness of internal controls. Prepares reports summarizing work performed. Reviews conclusions and recommendations with management. Validates compliance with contractual terms, state laws and regulations, codes, and district policies and procedures. Identifies opportunities to improve audit efficiencies.

Quals Bachelor's Degree in Accounting, Finance, Internal Audit, or related field and one (1) year of experience in accounting, finance, or internal audits.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	Auditor	Good	39,728	57,382	75,036	88.9%		260	2080	39,728	57,382	75,036
Harris County	Auditor I	Good	43,680	62,244	80,808	85.0%		260	2080	43,680	62,244	80,808
City of Austin, TX	Internal Auditor I	Good	47,486	66,196	84,906	78.8%		260	2080	47,486	66,196	84,906
City of Dallas	Auditor	Good	50,201	72,721	95,240	89.7%		260	2080	50,201	72,721	95,240
Klein ISD	Staff Auditor	Good	50,954	62,139	73,323	43.9%		226	1808	58,620	71,487	84,354
Cypress-Fairbanks ISD	Internal Auditor II	Good	56,730	67,942	79,153	39.5%		250	2000	58,999	70,659	82,319
Fort Bend ISD	Internal Auditor	Good	59,166	68,956	78,746	33.1%		238	1864	66,022	76,947	87,871
Forth Worth ISD	Internal Auditor	Good	60,055	72,414	84,773	41.2%		240	1920	65,060	78,449	91,837
Average			**51,000**	**66,249**	**81,498**	**62.5%**				**53,724**	**69,510**	**85,296**
Houston ISD	Internal Auditor		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
									$ Difference	-7,694	-10,821	-13,949
									% Difference	-16.7%	-18.4%	-19.6%

Salary Survey Results for HOUSTON ISD, TX

Investigator

Descrip | Conducts investigations of alleged employee misconduct by planning, scheduling, and conducting interviews with involved parties. Develops official investigative reports based on relevant documents, evidence collected, and interviews. Renders findings supported by evidence and facts of investigation. Serves as a District Liaison. Assists, cooperates, and exchanges information with various law enforcement agencies, risk management, and children's protective services. Responds to subpoena requests, provides evidence, and testifies in hearings.

Quals | Bachelor's Degree and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Investigator – Office of Professional Standards	Good	60,055	72,414	84,773	41.2%		240	1920	65,060	78,449	91,837
Cypress-Fairbanks ISD	HR Investigator	Good	65,803	78,807	91,810	39.5%		250	2000	68,435	81,959	95,482
Average			**62,929**	**75,610**	**88,292**	**40.3%**				**66,747**	**80,204**	**93,660**
Houston ISD	Investigator		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
								$ Difference		-18,024	-15,647	-13,268
								% Difference		-37.0%	-24.2%	-16.5%

Librarian

Descrip | Operates and supervises the library. Evaluates, selects, and requisitions new materials. Helps teachers select books and other instructional materials. Promotes appropriate conduct of students using library facilities. Helps students develop habits of independent reference work. Maintains an up-to-date inventory of library materials. Promotes and participates in district-sponsored activities.

Quals | Master's Degree and Texas certificate for School Librarian.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	Librarian I	Good	37,440	54,210	70,980	89.6%		260	2080	37,440	54,210	70,980
City of Dallas	Librarian	Good	41,490	60,086	78,682	89.6%		260	2080	41,490	60,086	78,682
City of Austin, TX	Librarian I	Good	45,240	63,086	80,933	78.9%		260	2080	45,240	63,086	80,933
Aldine ISD	Librarian	Good	53,905	61,479	69,053	28.1%		180	1440	77,862	88,803	99,744
San Antonio ISD	Librarian	Good	55,400	58,854	62,307	12.5%		187	1496	77,027	81,828	86,630
Harris County	Librarian II	Good	56,966	78,403	99,840	75.3%		260	2080	56,966	78,403	99,840
Klein ISD	Librarian	Good	57,500	61,961	66,422	15.5%		260	2080	57,500	61,961	66,422
Cypress-Fairbanks ISD	Librarian	Good	58,000	70,667	83,333	43.7%		260	2080	58,000	70,667	83,333
Forth Worth ISD	Librarian	Good	58,000	67,970	77,940	34.4%		187	1496	80,642	94,504	108,366
Pearland ISD	Librarian	Good	59,300	67,250	75,200	26.8%		187	1496	82,449	93,503	104,556
Tomball ISD	Librarian	Good	59,939	73,544	87,149	45.4%		197	1576	79,107	97,063	115,019
Galena Park ISD	Librarian	Good	61,704	74,342	86,979	41.0%		193	1544	83,125	100,149	117,174
Fort Bend ISD	Librarian	Good	68,730	83,818	98,905	43.9%		238	1904	75,083	91,565	108,047
Average			**54,893**	**67,359**	**79,825**	**48.0%**				**65,533**	**79,679**	**93,825**
Houston ISD	Librarian		**65,243**	**76,764**	**88,284**	**35.3%**		**260**	**2080**	**65,243**	**76,764**	**88,284**

| | | | | | | | | | $ **Difference** | -290 | -2,916 | -5,541 |
| | | | | | | | | | % **Difference** | -0.4% | -3.8% | -6.3% |

Licensed Specialist in School Psychology

Descrip	Counsels students with emotional disabilities, learning disabilities, and behavioral problems. Conducts in-services for school personnel on emotional/behavioral indicators, classroom accommodations, and structured intervention strategies. Conducts behavioral observations. Provides psychological expertise. Addresses mental health issues and their relationship to disciplinary infractions. Administers psychological tests and conducts clinical interviews with students. Scores and interprets test data.
Quals	Master's Degree and one (1) year of experience providing psychological services in an educational setting. Must be a Licensed Specialist in School Psychology (LSSP) granted by the Texas State Board of Examiners of Psychologists.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Licensed Specialist in School Psychology	Good	57,649	70,303	82,957	43.9%		187	1496	80,154	97,747	115,341
Klein ISD	Licensed Specialist in School Psychology	Good	59,994	72,780	85,566	42.6%		198	1584	78,780	95,570	112,359
San Antonio ISD	Licensed Specialist in School Psychology	Good	60,642	73,700	86,757	43.1%		210	1680	75,080	91,247	107,414
Cypress-Fairbanks ISD	School Psychologist	Good	61,275	72,516	83,756	36.7%		197	1576	80,871	95,706	110,541
Katy ISD	LSSP	Good	62,595	74,715	86,836	38.7%		197	1576	82,612	98,609	114,605
Pearland ISD	LSSP	Good	64,978	77,818	90,658	39.5%		197	1576	85,758	102,704	119,650
Forth Worth ISD	Licensed Specialist in School Psychology	Good	65,192	79,610	94,028	44.2%		210	1680	80,714	98,565	116,416
Galena Park ISD	LSSP	Good	65,460	78,868	92,276	41.0%		195	1560	87,279	105,157	123,035
Tomball ISD	Licensed Specialist in School Psychology	Good	67,761	83,141	98,521	45.4%		202	1616	87,217	107,013	126,809
Average			**62,838**	**75,939**	**89,039**	**41.7%**				**82,052**	**99,146**	**116,241**
Houston ISD	Licensed Specialist in School Psychology		**68,243**	**79,759**	**91,284**	**33.8%**		**260**	**2080**	**68,243**	**79,759**	**91,284**
							$ Difference			-13,809	-19,387	-24,957
							% Difference			-20.2%	-24.3%	-27.3%

Locksmith

Descrip	Secures doors, file cabinets, office areas. Corrects fire code violations. Ensures building safety and security. Fabricates different types of keys. Recommends types of locks and hardware needed.	
Quals	High School Diploma or GED equivalent and one (1) year of experience.	

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Locksmith	Good	25,145	36,535	47,925	90.6%		257	2056	25,438	36,962	48,485
Cypress-Fairbanks ISD	Locksmith III	Good	27,220	33,380	39,540	45.3%		250	2000	28,309	34,715	41,122
Fort Bend ISD	Locksmith	Good	34,646	42,241	49,836	43.8%		260	2080	34,646	42,241	49,836
Katy ISD	Locksmith	Good	34,786	41,175	47,565	36.7%		261	2088	34,653	41,018	47,382
Klein ISD	Locksmith	Good	36,653	44,429	52,205	42.4%		240	1920	39,707	48,131	56,555
Pearland ISD	Lock Technician	Good	41,489	49,152	56,814	36.9%		231	1848	46,698	55,322	63,946
Forth Worth ISD	Locksmith Journeyman	Good	42,515	52,226	61,936	45.7%		245	1960	45,118	55,423	65,728
Harris County	Locksmith	Good	42,640	57,720	72,800	70.7%		260	2080	42,640	57,720	72,800
Tomball ISD	Journeyman, Locksmith	Good	42,720	51,475	60,230	41.0%		240	1920	46,280	55,765	65,249
Galena Park ISD	Locksmith	Good	47,757	57,512	67,267	40.9%		260	2080	47,757	57,512	67,267
Average			**37,557**	**46,584**	**55,612**	**49.4%**				**39,125**	**48,481**	**57,837**
Houston ISD	Locksmith		**29,120**	**36,715**	**44,310**	**52.2%**		**260**	**2080**	**29,120**	**36,715**	**44,310**
								$ Difference		-10,005	-11,766	-13,527
								% Difference		-34.4%	-32.0%	-30.5%

Maintenance Repairer

Descrip	Performs general repairs throughout the school district and support facilities. Uses materials, equipment, and hand tools. Completes repairs related to general renovations. Maintains daily records of materials used. Completes work orders. Detects and reports repair and maintenance problems to supervisor.
Quals	High School Diploma or GED equivalent and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Houston	Maintenance Mechanic I	Good	27,872	36,309	44,746	60.5%		260	2080	27,872	36,309	44,746
Katy ISD	GENERAL MAINT	Good	30,234	35,788	41,342	36.7%		261	2088	30,118	35,651	41,184
Forth Worth ISD	Preventive Maintenance Service Person	Good	30,556	37,524	44,492	45.6%		245	1960	32,427	39,821	47,216
City of Austin, TX	Maintenance Worker I	Good	31,200	38,969	46,738	49.8%		260	2080	31,200	38,969	46,738
Klein ISD	General Repair II	Good	32,928	40,406	47,885	45.4%		240	1920	35,672	43,774	51,875
Cypress-Fairbanks ISD	Mechanic II, Grounds	Good	34,260	42,030	49,800	45.4%		250	2000	35,630	43,711	51,792
Fort Bend ISD	Mechanic Maintenance	Good	34,646	42,241	49,836	43.8%		260	2080	34,646	42,241	49,836
Harris County	Maintenance Worker	Good	34,906	42,376	49,846	42.8%		260	2080	34,906	42,376	49,846
Aldine ISD	Maintenance, Mechanic	Good	36,966	52,408	67,850	83.5%		256	2048	37,544	53,227	68,910
Galena Park ISD	Preventative Maintenance	Good	37,419	45,094	52,770	41.0%		260	2080	37,419	45,094	52,770
Pearland ISD	General Maintenance	Good	39,505	46,813	54,121	37.0%		261	2088	39,354	46,634	53,914
Average			**33,681**	**41,815**	**49,948**	**48.3%**				**34,254**	**42,528**	**50,802**
Houston ISD	Maintenance Repairer		**29,120**	**36,715**	**44,310**	**52.2%**		**260**	**2080**	**29,120**	**36,715**	**44,310**
								$ Difference		-5,134	-5,813	-6,492
								% Difference		-17.6%	-15.8%	-14.7%

Manager, Curriculum

Descrip Manages design and development of standards based curriculum for district-wide implementation. Monitors local and state mandates; makes recommendations regarding impact to content, instruction, materials, and evaluation criteria. Analyzes and uses district-wide data ; directs ongoing needs-based identification and evaluation of instructional resources, programs, equipment, and supplies. Manages preparation and administration of departmental programs. Collaborates with executive principals and administrative staff on programs and learning needs for proposed programs.

Quals Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Cypress-Fairbanks ISD	Coordinator (Curriculum area)	Good	68,429	81,951	95,473	39.5%		220	1760	80,871	96,851	112,832
San Antonio ISD	Coordinator, Curriculum	Good	69,460	85,366	101,271	45.8%		230	1840	78,520	96,500	114,481
Forth Worth ISD	Director I or II	Good	77,690	93,948	110,206	41.9%		240	1920	84,164	101,777	119,390
Fort Bend ISD	Coordinator, Curriculum	Good	78,324	95,517	112,709	43.9%		238	1904	85,564	104,346	123,127
Galena Park ISD	Program Director (Curriculum topic)	Good	83,643	100,773	117,904	41.0%		226	1808	96,226	115,934	135,642
Average			**75,509**	**91,511**	**107,513**	**42.4%**				**85,069**	**103,082**	**121,094**
Houston ISD	Manager, Curriculum		**64,850**	**85,926**	**107,002**	**65.0%**		**260**	**2080**	**64,850**	**85,926**	**107,002**
								$ Difference		-20,219	-17,156	-14,092
								% Difference		-31.2%	-20.0%	-13.2%

Manager, Data Quality

Descrip	Maintains data quality related to documentation and provision of assessment services to students. Oversees, generates, and presents reports regarding program improvement in all areas related to student outcomes. Creates systems to improve data quality and efficiency. Works with vendors, leadership, and cross-functional teams to plan, design, implement, and assess major projects. Mitigates risks, manages change for assessment programs, and helps establish processes and protocols for sustainability and success.
Quals	Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Galena Park ISD	Student Information Administrator	Good	56,771	68,379	79,986	40.9%		226	1808	65,312	78,666	92,019
Forth Worth ISD	Specialist V – Accountability & Data Quality	Good	64,858	78,208	91,558	41.2%		240	1920	70,263	84,725	99,188
Pearland ISD	Mgr Student Info	Good	67,011	80,292	93,572	39.6%		230	1840	75,752	90,764	105,777
Average			**62,880**	**75,626**	**88,372**	**40.6%**				**70,442**	**84,718**	**98,995**
Houston ISD	Manager, Data Quality		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
								$ Difference		-11,488	-6,603	-1,720
								% Difference		-19.5%	-8.5%	-1.8%

Manager, Food Service Café

Descrip	Manages Food Service operations in a cafeteria. Allocates and ensures appropriate quantities of food preparation and service. Adheres to safety codes set by local, state, and federal regulatory agencies. Orders food and supplies. Trains, develops, and analyzes staff skills. Develops and maintains work schedules, work organization chart, and production records.
Quals	High School Diploma or GED equivalent and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Tomball ISD	Manager, Child Nutrition HS	Good	26,918	32,439	37,959	41.0%		186	1488	37,627	45,344	53,061
Pearland ISD	Cafeteria Manager I	Good	28,304	33,540	38,776	37.0%		187	1496	39,353	46,633	53,913
Fort Bend ISD	Manager Cafeteria HS	Good	31,273	38,128	44,982	43.8%		210	1680	38,719	47,205	55,692
Cypress-Fairbanks ISD	Café CY-FAIR	Good	34,260	42,030	49,800	45.4%		250	2000	35,630	43,711	51,792
Galena Park ISD	Catering Manager	Good	34,813	41,958	49,104	41.1%		220	1760	41,142	49,587	58,032
San Antonio ISD	Manager, Food Service HS	Good	37,168	45,577	53,986	45.2%		230	1840	42,016	51,522	61,027
Katy ISD	FS Mgr Esc Kitchen	Good	37,435	44,323	51,211	36.8%		188	1504	51,771	61,298	70,824
Klein ISD	Manager, Food Service Zone	Good	37,591	44,745	51,899	38.1%		207	1656	47,216	56,202	65,187
Forth Worth ISD	Asst. Foreperson – Child Nutrition Services	Good	53,780	66,051	78,322	45.6%		260	2080	53,780	66,051	78,322
Average			**35,727**	**43,199**	**50,671**	**41.6%**				**43,028**	**51,950**	**60,872**
Houston ISD	Manager, Food Service Café		**34,583**	**44,094**	**53,604**	**55.0%**		**260**	**2080**	**34,583**	**44,094**	**53,604**
						$ Difference				-8,445	-7,856	-7,268
						% Difference				-24.4%	-17.8%	-13.6%

Manager, IT

Descrip | Manages a team in one or more IT disciplines including business systems analysis, application development, database administration, quality assurance, IT security, customer service, network or platform administration, and other infrastructure areas. Resolves technical and business problems. Establishes technical standards and requirements. Oversees design, implementation, delivery, monitoring, and administration of IT services and technologies.

Quals | Bachelor's Degree and twelve (12) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Manager, IT	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
Pearland ISD	MGR Desktop Srvs	Good	69,924	83,783	97,641	39.6%		240	1920	75,751	90,764	105,778
Cypress-Fairbanks ISD	Manager Technology Service Center	Good	75,635	90,579	105,523	39.5%		250	2000	78,660	94,202	109,744
Katy ISD	Coord Tech Serv	Good	78,010	93,428	108,845	39.5%		261	2088	77,711	93,070	108,428
Tomball ISD	Manager, Network Services	Good	83,575	100,692	117,809	41.0%		226	1808	96,148	115,840	135,532
Klein ISD	Manager, Technology Services	Good	85,258	103,353	121,448	42.4%		235	1880	94,328	114,348	134,368
City of Houston	Manager, IT	Good	86,632	135,226	183,820	112.2%		260	2080	86,632	135,226	183,820
City of Austin, TX	Internet Services & Information Technology App	Good	88,400	127,525	166,650	88.5%		260	2080	88,400	127,525	166,650
Forth Worth ISD	Manager, IT	Good	88,502	106,411	124,320	40.5%		240	1920	95,877	115,279	134,680
San Antonio ISD	Manager, Computer Operations	Good	90,362	108,967	127,572	41.2%		230	1840	102,149	123,180	144,212
Average			**81,376**	**104,770**	**128,164**	**57.4%**				**86,312**	**110,717**	**135,122**
Houston ISD	Manager, IT		**80,770**	**107,020**	**133,271**	**65.0%**		**260**	**2080**	**80,770**	**107,020**	**133,271**
								$ Difference		-5,542	-3,697	-1,851
								% Difference		-6.9%	-3.5%	-1.4%

Salary Survey Results for HOUSTON ISD, TX

Manager, Multilingual Program

Descrip | Manages coaching and intervention programs for Limited English Proficient (LEP) students and teachers. Collaborates with other departments regarding data compliance or curriculum, parent involvement, and assessment needs for LEP students. Manages administration of district-wide language proficiency testing in English and Spanish. Develops and writes department memos, grants applications, contracts, guidelines, and board agenda items.

Quals | Bachelor's Degree and five (5) years of experience. Requires Teacher Certification and Bilingual or ESL Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Coordinator IV – Bilingual ESL	Good	66,898	81,365	95,832	43.3%		240	1920	72,473	88,145	103,818
San Antonio ISD	Coordinator, Bilingual	Good	69,460	85,366	101,271	45.8%		230	1840	78,520	96,500	114,481
Katy ISD	Coord ESL BIL Prgms	Good	92,351	110,603	128,856	39.5%		238	1904	100,888	120,827	140,767
Average			**76,236**	**92,445**	**108,653**	**42.9%**				**83,960**	**101,824**	**119,688**
Houston ISD	Manager, Multilingual Program		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
									$ Difference	-25,006	-23,709	-22,413
									% Difference	-42.4%	-30.4%	-23.0%

Manager, Nutrition Services Operations

Descrip	Ensures proper planning, staffing, and direction of the Nutrition Services operational functions. Establishes goals for Operation Managers. Implements new food service programs and products. Manages performance through analysis of customer satisfaction feedback, quality, and service of products. Ensures compliance with federal, state, and local regulations, and district policies.
Quals	Bachelor's Degree and five (5) years of experience. Requires ServSafe or Food Handler Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Supervisor Child Nutrition	Good	43,148	52,944	62,739	45.4%		210	1680	53,421	65,549	77,677
Tomball ISD	Supervisor, Child Nutrition	Good	44,133	51,922	59,711	35.3%		202	1616	56,805	66,830	76,856
San Antonio ISD	Supervisor Food Service	Good	52,366	63,153	73,940	41.2%		230	1840	59,197	71,391	83,585
Cypress-Fairbanks ISD	Coordinator, Special Programs - Nutrition Servic	Good	56,730	67,942	79,153	39.5%		250	2000	58,999	70,659	82,319
Katy ISD	Coord Nutrition F/S	Good	59,878	71,713	83,548	39.5%		238	1904	65,413	78,342	91,270
Klein ISD	Manager, Food Svc Business	Good	61,133	74,561	87,989	43.9%		226	1808	70,330	85,778	101,226
Pearland ISD	Supervisor Food Srvs Ops	Good	63,070	75,534	87,997	39.5%		230	1840	71,297	85,386	99,475
Average			**54,351**	**65,395**	**76,440**	**40.6%**				**62,209**	**74,848**	**87,487**
Houston ISD	Manager, Nutrition Services Operations		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
						$ Difference				-16,179	-16,159	-16,140
						% Difference				-35.1%	-27.5%	-22.6%

Manager, Police Dispatch

Descrip	Plans, organizes, coordinates, and manages activities of the public safety dispatch center, 9-1-1 emergency telephone system, and public safety radio system for District Police operations. Selects, supervises, trains, and evaluates assigned personnel. Develops and implements public safety communication goals, objectives, policies, procedures, and priorities. Oversees and manages maintenance of Federal Communications Commission technical equipment.
Quals	High School Diploma or GED equivalent supplement by some college and three (3) years of experience. Requires TCOLE Advanced Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Supervisor, Police Dispatch	Good	37,440	45,947	54,454	45.4%		260	2080	37,440	45,947	54,454
Klein ISD	Supervisor, Police Dispatcher	Good	43,277	52,435	61,594	42.3%		240	1920	46,883	56,805	66,726
Cypress-Fairbanks ISD	Police Telecommunications, Sergeant	Good	57,520	67,680	77,840	35.3%		250	2000	59,821	70,387	80,954
Average			**46,079**	**55,354**	**64,629**	**41.0%**				**48,048**	**57,713**	**67,378**
Houston ISD	Manager, Police Dispatch		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
								$ Difference		-2,018	976	3,969
								% Difference		-4.4%	1.7%	5.6%

Salary Survey Results for HOUSTON ISD, TX

Manager, Special Education Program

Descrip | Manages development and implementation of all instructional programs and state assessments for students with disabilities district-wide. Oversees specialized staff development training and coordinates specialized instructional and curriculum development. Manages program specialists in data collection and analysis related to program implementation, student achievement, and district performance Visits classrooms and confers with teachers, principals and special education directors regarding program effectiveness.

Quals | Master's Degree and five (5) years of experience. Requires Teachers Certification and Special Education Certificate.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Coordinator IV – Special Ed	Good	66,898	81,365	95,832	43.3%		240	1920	72,473	88,145	103,818
San Antonio ISD	Coordinator, Special Education Program	Good	69,460	85,366	101,271	45.8%		230	1840	78,520	96,500	114,481
Klein ISD	Coordinator, Sped	Good	70,030	85,404	100,778	43.9%		220	1760	82,763	100,932	119,101
Average			**68,796**	**84,045**	**99,294**	**44.3%**				**77,919**	**95,193**	**112,466**
Houston ISD	Manager, Special Education Program		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
								$ Difference		-18,965	-17,078	-15,191
								% Difference		-32.2%	-21.9%	-15.6%

Manager, Student Assessment

Descrip	Manages and oversees Student Assessment and test materials center including budgeting, vendor relations, personnel issues, and long-range logistical planning. Performs district test coordination duties for the implementation of all federal, state, and district assessment programs. Develops and communicates departmental goals and new initiatives. Manages problems and referrals to the department.
Quals	Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Cypress-Fairbanks ISD	Coordinator, Testing	Good	68,429	81,951	95,473	39.5%		220	1760	80,871	96,851	112,832
San Antonio ISD	Coordinator Assessment Management	Good	69,460	85,366	101,271	45.8%		230	1840	78,520	96,500	114,481
Klein ISD	Program Coordinator, Assessment & Acct	Good	70,030	85,404	100,778	43.9%		220	1760	82,763	100,932	119,101
Forth Worth ISD	Coordinator V – Assessment	Good	70,046	84,463	98,880	41.2%		240	1920	75,883	91,502	107,120
Average			**69,491**	**84,296**	**99,100**	**42.6%**				**79,509**	**96,446**	**113,383**
Houston ISD	Manager, Student Assessment		**64,850**	**85,926**	**107,002**	**65.0%**		**260**	**2080**	**64,850**	**85,926**	**107,002**
							$ Difference			-14,659	-10,520	-6,381
							% Difference			-22.6%	-12.2%	-6.0%

Manager, Student Records

Descrip	Manages the Student Records Office. Ensures patrons are provided confidential records in an expedient and proper manner. Develops and implements district policies and procedures. Collaborates with district personnel to ensure compliance with local policies and procedures. Rules on all disputes or discrepancies regarding course credit, student records to determine graduation requirements, ranking of graduates, and grade level classification.
Quals	Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Klein ISD	Manager, Records	Good	52,983	64,613	76,243	43.9%		235	1880	58,620	71,487	84,354
Cypress-Fairbanks ISD	Coordinator PEIMS	Good	70,685	84,652	98,618	39.5%		250	2000	73,512	88,038	102,563
Average			**61,834**	**74,632**	**87,431**	**41.7%**				**66,066**	**79,762**	**93,459**
Houston ISD	Manager, Student Records		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
							$ Difference			-7,112	-1,647	3,816
							% Difference			-12.1%	-2.1%	3.9%

Manager, Teacher Development

Descrip | Manages group of Teacher Development Specialists. Collaborates with curriculum leaders to ensure coherence and alignment of support. Works with Teacher Development team leadership and members of other teams to provide opportunities for Teacher Development Specialists to continuously improve their instructional and content expertise.

Quals | Bachelor's Degree and five (5) years of teaching experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Forth Worth ISD	Coordinator IV – Instructional Coaching	Good	66,898	81,365	95,832	43.3%		240	1920	72,473	88,145	103,818
San Antonio ISD	Manager, Professional Development	Good	69,460	85,366	101,271	45.8%		230	1840	78,520	96,500	114,481
Cypress-Fairbanks ISD	Coordinator, Staff Development	Good	71,539	85,676	99,813	39.5%		230	1840	80,870	96,851	112,832
Klein ISD	Program Coordinator, Professional Learning	Good	74,923	91,286	107,649	43.7%		235	1880	82,893	100,997	119,101
Average			**70,705**	**85,923**	**101,141**	**43.1%**				**78,689**	**95,623**	**112,558**
Houston ISD	Manager, Teacher Development		**64,850**	**85,926**	**107,002**	**65.0%**		**260**	**2080**	**64,850**	**85,926**	**107,002**
								$ Difference		-13,839	-9,697	-5,556
								% Difference		-21.3%	-11.3%	-5.2%

Master Electrician

Descrip | Performs electrical load analysis, one-line diagrams, loads schedules, permits, designs blueprint for district schools and facilities. Directs, evaluates, and prepares request for proposals and contracts for electrical, lighting, theatrical stage lighting, electronic marquees, emergency generators, power factor capacitors, and electrical warehouse materials. Monitors power reconnection, renovation, new work, repair work, and emergency power outages.

Quals | Vocational, Technical, or Business School Diploma and seven (7) years of experience. Must be a Licensed Master Electrician.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Houston	Electrician							260	2080			
Klein ISD	Electrician, Licensed (Master)	Good	43,949	53,261	62,573	42.4%		240	1920	47,611	57,699	67,787
City of Dallas	Master Electrician	Good	45,638	66,110	86,581	89.7%		260	2080	45,638	66,110	86,581
Fort Bend ISD	Master Electrician	Good	51,088	62,290	73,492	43.9%		260	2080	51,088	62,290	73,492
Galena Park ISD	Master Electrician (Licensed)	Good	51,542	62,109	72,675	41.0%		260	2080	51,542	62,109	72,675
Cypress-Fairbanks ISD	Electrician I	Good	52,320	61,550	70,780	35.3%		250	2000	54,413	64,012	73,611
City of Austin, TX	Master Electrician	Good	54,954	78,000	101,046	83.9%		260	2080	54,954	78,000	101,046
Pearland ISD	Master Electrician	Good	55,708	66,336	76,964	38.2%		261	2088	55,495	66,082	76,669
Harris County	Electrician II	Good	56,966	78,403	99,840	75.3%		260	2080	56,966	78,403	99,840
Katy ISD	Master Electrician	Good	61,680	71,389	81,098	31.5%		261	2088	61,443	71,115	80,787
Average			**52,649**	**66,605**	**80,561**	**53.4%**				**53,239**	**67,313**	**81,388**
Houston ISD	Master Electrician		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
							$ Difference			-4,516	-2,756	-996
							% Difference			-9.3%	-4.3%	-1.2%

Salary Survey Results for HOUSTON ISD, TX

Master Plumber

Descrip	Obtains city plumbing permits and inspections. Coordinates work with plumbers, supervisors, and inspectors regarding code and licensing requirements. Consults with contractors, administrators, plumbers, vendors, and city officials to ensure completion of plumbing projects. Provides licensing training opportunities for department personnel.
Quals	Vocational, Technical, or Business School Diploma and seven (7) years of experience. Must be a Licensed Plumber.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Klein ISD	Plumber, Licensed (Master)	Good	43,949	53,261	62,573	42.4%		240	1920	47,611	57,699	67,787
City of Austin, TX	Chief Plumber	Good	49,878	69,462	89,045	78.5%		260	2080	49,878	69,462	89,045
Fort Bend ISD	Master Plumber	Good	51,088	62,290	73,492	43.9%		260	2080	51,088	62,290	73,492
Galena Park ISD	Master Plumber (Licensed)	Good	51,542	62,109	72,675	41.0%		260	2080	51,542	62,109	72,675
Cypress-Fairbanks ISD	Plumber I	Good	52,320	61,450	70,580	34.9%		250	2000	54,413	63,908	73,403
Tomball ISD	Master Plumber	Good	52,435	61,690	70,944	35.3%		240	1920	56,805	66,830	76,856
Pearland ISD	Master Plumber	Good	55,708	66,336	76,964	38.2%		261	2088	55,495	66,082	76,669
Harris County	Plumber II	Good	56,966	78,403	99,840	75.3%		260	2080	56,966	78,403	99,840
Katy ISD	Master Plumber	Good	61,680	71,389	81,098	31.5%		261	2088	61,443	71,115	80,787
Average			**52,841**	**65,154**	**77,468**	**46.8%**				**53,916**	**66,433**	**78,951**
Houston ISD	Master Plumber		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
								$ Difference		-5,193	-1,876	1,441
								% Difference		-10.7%	-2.9%	1.8%

Media Relations Specialist, Senior

Descrip | Serves as a chief spokesperson for the school district. Directs collection of information from schools and departments for publication to the public through the media. Responds to inquiries from the news media. Provides guidance to principals, district executives, and other employees on the management of media issues. Develops district-wide public and media relations campaigns that promote district information to the public. Oversees media interviews with district administrators, personnel, and students. Monitors press coverage for accuracy and responds to inaccurate statements.

Quals | Bachelor's Degree and five (5) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	Media Representative	Good	51,688	76,336	100,984	95.4%		260	2080	51,688	76,336	100,984
San Antonio ISD	PR Marketing Specialist	Good	59,800	73,315	86,830	45.2%		230	1840	67,600	82,878	98,155
Forth Worth ISD	Coordinator IV – Communications	Good	64,858	78,208	91,558	41.2%		240	1920	70,263	84,725	99,188
Pearland ISD	Spec Communications	Good	67,011	80,292	93,572	39.6%		230	1840	75,752	90,764	105,777
Average			**60,839**	**77,038**	**93,236**	**55.3%**				**66,326**	**83,676**	**101,026**
Houston ISD	Media Relations Specialist, Senior		**53,595**	**71,013**	**88,432**	**65.0%**		**260**	**2080**	**53,595**	**71,013**	**88,432**
							$ Difference			-12,731	-12,663	-12,594
							% Difference			-23.8%	-17.8%	-14.2%

Network Operations Control Analyst

Descrip	Provides daily operations analysis, support, troubleshooting, and maintenance of network systems. Monitors performance of network and infrastructure. Works with IT staff and external vendors to resolve network operations problems. Implements and maintains network management software. Ensures stable, dependable network services across multiple platforms.
Quals	Associate's Degree and two (2) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Network Analyst I	Good	45,638	66,245	86,851	90.3%		260	2080	45,638	66,245	86,851
Forth Worth ISD	Network Infrastructure Specialist	Good	49,784	59,839	69,894	40.4%		245	1960	52,832	63,503	74,173
Galena Park ISD	Computer Network Technician - Lead	Good	51,618	62,159	72,700	40.8%		226	1808	59,384	71,510	83,637
Aldine ISD	Network Operations	Good	52,009	78,127	104,245	100.4%		226	1808	59,834	89,881	119,928
San Antonio ISD	Systems Specialist, Operations & Integrations	Good	54,519	68,408	82,296	50.9%		230	1840	61,630	77,331	93,031
Pearland ISD	Spec Network	Good	54,607	65,398	76,188	39.5%		230	1840	61,730	73,928	86,126
Tomball ISD	Network Specialist	Good	58,525	70,512	82,499	41.0%		226	1808	67,330	81,120	94,910
Klein ISD	Analyst I, Network Systems	Good	59,558	72,060	84,562	42.0%		235	1880	65,894	79,726	93,558
Fort Bend ISD	Analyst Network Services	Good	61,926	75,521	89,115	43.9%		238	1904	67,650	82,501	97,353
Average			**54,243**	**68,696**	**83,150**	**54.4%**				**60,214**	**76,194**	**92,174**
Houston ISD	Network Operations Control Analyst		**43,073**	**54,918**	**66,764**	**55.0%**		**260**	**2080**	**43,073**	**54,918**	**66,764**
							$ Difference			-17,141	-21,276	-25,410
							% Difference			-39.8%	-38.7%	-38.1%

Network Systems Administrator

Descrip | Proposes and implements system enhancements for improved performance and reliability. Manages load configuration of a central data communication processor. Coordinates terminal orders and cable installation, network system planning, upgrading, monitoring, testing, and servicing. Conducts project planning, cost analysis, and vendor comparisons. Approves action requests and specifies purchase requirements.

Quals | Bachelor's Degree and five (5) years of experience. Requires certifications in area of specialty.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Network Analyst II	Good	50,201	72,721	95,240	89.7%		260	2080	50,201	72,721	95,240
Aldine ISD	Network Administrator	Good	52,009	78,127	104,245	100.4%		226	1808	59,834	89,881	119,928
Katy ISD	Engineer Network	Good	53,997	64,660	75,322	39.5%		238	1904	58,989	70,637	82,285
City of Austin, TX	IT Network Administrator	Good	58,261	82,670	107,078	83.8%		260	2080	58,261	82,670	107,078
Tomball ISD	Network Administrator	Good	58,525	70,512	82,499	41.0%		226	1808	67,330	81,120	94,910
City of Houston	Central Network Administrator	Good	64,272	95,849	127,426	98.3%		260	2080	64,272	95,849	127,426
Pearland ISD	Mgr Network	Good	67,011	80,292	93,572	39.6%		230	1840	75,752	90,764	105,777
Galena Park ISD	Network Manager	Good	68,686	82,743	96,800	40.9%		226	1808	79,019	95,191	111,363
Fort Bend ISD	Egineer I Network	Good	69,976	85,338	100,699	43.9%		238	1904	76,444	93,226	110,007
Cypress-Fairbanks ISD	Network Administrator	Good	75,635	90,579	105,523	39.5%		250	2000	78,660	94,202	109,744
Forth Worth ISD	Network Administrator	Good	76,416	92,952	109,488	43.3%		240	1920	82,784	100,698	118,612
Klein ISD	Analyst III, Network Systems	Good	77,494	93,962	110,431	42.5%		235	1880	85,738	103,958	122,179
San Antonio ISD	Analyst, Senior Network	Good	79,350	98,736	118,121	48.9%		230	1840	89,700	111,614	133,528
Harris County	Network Administrator	Good	89,637	113,391	137,145	53.0%		260	2080	89,637	113,391	137,145
Average			**67,248**	**85,895**	**104,542**	**57.4%**				**72,616**	**92,566**	**112,516**
Houston ISD	Network Systems Administrator		**60,684**	**80,406**	**100,128**	**65.0%**		**260**	**2080**	**60,684**	**80,406**	**100,128**

$ Difference		-11,932	-12,160	-12,388
% Difference		-19.7%	-15.1%	-12.4%

Salary Survey Results for HOUSTON ISD, TX

Non-Instructional Aide

Descrip Performs clerical duties for the teacher and campus staff. Provides assistance to allow more time for lesson planning and classroom instruction. Provides specialized assistance to small groups of students. Designs and prepares bulletin boards to illustrate and enforce daily assignments. Supervises students in classrooms, halls, cafeterias, school yards, and gymnasiums, or on field trips.

Quals High School Diploma or GED equivalent. No experience required.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Aide District	Good	15,934	19,436	22,938	44.0%		184	1472	22,515	27,464	32,412
Tomball ISD	Non-Instr Aide, Workroom	Good	18,191	21,400	24,609	35.3%		187	1496	25,292	29,754	34,216
Galena Park ISD	Aide, Clerical	Good	18,367	22,141	25,915	41.1%		185	1480	25,813	31,117	36,421
Aldine ISD	Campus Aide	Good	18,850	27,324	35,799	89.9%		187	1496	26,208	37,991	49,774
Cypress-Fairbanks ISD	Clerical Aide	Good	26,170	31,347	36,523	39.6%		250	2000	27,217	32,600	37,984
Average			**19,502**	**24,330**	**29,157**	**50.0%**				**25,409**	**31,785**	**38,161**
Houston ISD	Non-Instructiontional Aide		**29,120**	**29,689**	**30,258**	**3.9%**		**260**	**2080**	**29,120**	**29,689**	**30,258**
							$ Difference			3,711	-2,096	-7,903
							% Difference			12.7%	-7.1%	-26.1%

Salary Survey Results for HOUSTON ISD, TX

Nurse

Descrip | Develops, implements, and monitors health care plans and emergency plans for designated students. Participates in program planning to meet requirements of students with special health care needs. Manages health care of students with chronic illness. Provides direct health care, emergency first aid care, and medication administration. Conducts health programs and activities in collaboration with school staff. Counsels students and families on health conditions.

Quals | Bachelor's of Science in Nursing and one (1) year of experience. Must be a Licensed Registered Nurse.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	Public Health Nurse I	Good	35,360	51,350	67,340	90.4%		260	2080	35,360	51,350	67,340
City of Dallas	Public Health Nurse	Good	41,490	60,086	78,682	89.6%		260	2080	41,490	60,086	78,682
Fort Bend ISD	Nurse	Good	50,923	62,102	73,280	43.9%		190	1520	69,684	84,981	100,278
San Antonio ISD	Nurse	Good	53,400	56,854	60,307	12.9%		187	1496	74,246	79,048	83,849
Pearland ISD	Nurse	Good	54,120	66,406	78,691	45.4%		185	1480	76,061	93,327	110,593
City of Austin, TX	Registered Nurse	Good	54,954	78,000	101,046	83.9%		260	2080	54,954	78,000	101,046
Forth Worth ISD	Nurse	Good	55,500	64,853	74,206	33.7%		187	1496	77,166	90,170	103,174
Aldine ISD	Nurse	Good	56,001	63,870	71,739	28.1%		187	1496	77,862	88,803	99,744
Katy ISD	Nurse	Good	56,421	67,346	78,271	38.7%		190	1520	77,207	92,157	107,107
Klein ISD	Nurse	Good	56,500	60,961	65,422	15.8%		187	2080	56,500	60,961	65,422
Harris County	Registered Nurse I	Good	56,966	78,403	99,840	75.3%		260	2080	56,966	78,403	99,840
Alief ISD	Nurse	Good	58,321	64,866	71,412	22.4%		190	1425	85,128	94,682	104,236
Tomball ISD	Nurse - RN	Good	58,418	71,678	84,937	45.4%		260	2080	58,418	71,678	84,937
Galena Park ISD	Nurse	Good	59,000	69,423	79,845	35.3%		187	1496	82,032	96,523	111,014
Cypress-Fairbanks ISD	Nurse	Good	74,868	91,834	108,800	45.3%		250	2000	77,862	95,507	113,152
Average			**54,816**	**67,202**	**79,588**	**47.1%**				**66,729**	**81,045**	**95,361**
Houston ISD	Nurse		**65,243**	**76,764**	**88,284**	**35.3%**		**260**	**2080**	**65,243**	**76,764**	**88,284**
								$ Difference		-1,486	-4,282	-7,077
								% Difference		-2.3%	-5.6%	-8.0%

Nurse, Special Education

Descrip | Participates as a member of the special education health team. Assists, formulates, and implements a plan for care to students with disabilities. Provides direct health care, emergency first aid, and nursing care. Consults with regular and special education teachers, nurses, and staff. Observes students with disabilities on a regular basis. Makes home, hospital, and clinic visits. Serves as a health and medical resource provider for parents, students, faculty, and staff.

Quals | Bachelor's of Science in Nursing and three (3) years of experience as a school nurse. Must be a Licensed Registered Nurse.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Nurse, Special Education	Good	50,923	62,102	73,280	43.9%		190	1520	69,684	84,981	100,278
Average			**50,923**	**62,102**	**73,280**	**43.9%**				**69,684**	**84,981**	**100,278**
Houston ISD	Nurse, Special Education		**65,243**	**76,764**	**88,284**	**35.3%**		**260**	**2080**	**65,243**	**76,764**	**88,284**
							$ Difference			-4,441	-8,218	-11,994
							% Difference			-6.8%	-10.7%	-13.6%

Officer, Curriculum & Instruction

Descrip | Develops, implements, and manages sustainable systems for the delivery of curriculum, instruction, formative assessment, and professional development. Provides leadership for design and delivery of professional development aligned to district curriculum. Supervises curriculum and instruction staff, Teacher Development Specialists, and other specialized instructional staff. Collaborates with teachers, school administrators, and special population departments to determine needs in the selection and implementation of curricular and instructional tools.

Quals | Master's Degree in Education or related field and five (5) years of experience as a principal or in another curricular/instructional field. Requires School Administrator Certification and TEA Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Katy ISD	Dir Elem C&I	Good	97,894	117,241	136,588	39.5%		238	1904	106,943	128,079	149,214
San Antonio ISD	Executive Director, Curriculum & Instruction	Good	101,660	125,229	148,799	46.4%		230	1840	114,920	141,564	168,207
Forth Worth ISD	Exec Director – Core Content – Academics	Good	110,071	135,057	160,042	45.4%		240	1920	119,244	146,311	173,379
Average			**103,208**	**125,842**	**148,476**	**43.8%**				**113,702**	**138,651**	**163,600**
Houston ISD	Officer, Curriculum & Instruction		**94,947**	**125,804**	**156,662**	**65.0%**		**260**	**2080**	**94,947**	**125,804**	**156,662**
							$ Difference			-18,755	-12,847	-6,938
							% Difference			-19.8%	-10.2%	-4.4%

Officer, Facilities Services

Descrip   Administers and directs facilities maintenance and operations, facilities support, business solutions, Real Estate, and other facility-related services. Develops and administers annual budgets and oversees departmental expenditures. Administers accounting records and procedures for proper control and management of finances, labor, equipment, and other costs. Develops and maintains long-range facility master plan/capital improvement plans for the district.

Quals   Bachelor's Degree in Architecture, Engineering, Building Construction, Business Management, or related field and ten (10) years of experience in management or oversight of a Facilities organization or department.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Director of Facilities	Good	101,629	124,699	147,768	45.4%		238	1904	111,023	136,225	161,427
Galena Park ISD	Senior Director, Facility Planning & Constructio	Good	103,386	124,562	145,738	41.0%		226	1808	118,940	143,302	167,664
San Antonio ISD	Senior Executive Director Facilities	Good	113,832	137,268	160,703	41.2%		230	1840	128,679	155,172	181,665
Forth Worth ISD	Senior Officer – Operations Management	Good	118,867	147,527	176,186	48.2%		260	2080	118,867	147,527	176,186
Katy ISD	Mgr General Facilities	Good	122,845	143,782	164,720	34.1%		261	2088	122,374	143,231	164,089
Average			**112,112**	**135,567**	**159,023**	**42.0%**				**119,977**	**145,091**	**170,206**
Houston ISD	Officer, Facilities Services		**104,441**	**138,385**	**172,328**	**65.0%**		**260**	**2080**	**104,441**	**138,385**	**172,328**
							$ Difference			-15,536	-6,706	2,122
							% Difference			-14.9%	-4.8%	1.2%

Officer, Nutrition Services

Descrip | Directs, manages, and implements the District's school nutrition programs. Supervises food service operations. Plans and implements programs that meet regulatory and nutritional requirements for students. Maintains a safe and sanitary environment. Ensures measures are in place to protect food, supplies, and equipment in school cafeterias and lunchrooms. Promotes development of sound nutritional practices.

Quals | Bachelor's Degree and ten (10) years of progressive managerial experience as an administrator with oversight of food service production or school food service operations.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Director Child Nutrition	Good	92,390	113,362	134,334	45.4%		238	1904	100,930	123,841	146,751
Galena Park ISD	Director, Student Nutrition	Good	94,850	114,277	133,704	41.0%		226	1808	109,119	131,469	153,819
Cypress-Fairbanks ISD	Director, Nutrition Services	Good	98,840	116,282	133,723	35.3%		250	2000	102,794	120,933	139,072
Katy ISD	E/Dir Nutrition FS	Good	112,019	131,112	150,204	34.1%		238	1904	122,374	143,231	164,089
San Antonio ISD	Senior Executive Director Child Nutirtion	Good	113,832	137,268	160,703	41.2%		230	1840	128,679	155,172	181,665
Average			**102,386**	**122,460**	**142,534**	**39.4%**				**112,779**	**134,929**	**157,079**
Houston ISD	Officer, Nutrition Services		**104,441**	**138,385**	**172,328**	**65.0%**		**260**	**2080**	**104,441**	**138,385**	**172,328**
								$ Difference		-8,338	3,456	15,249
								% Difference		-8.0%	2.5%	8.8%

Officer, Special Populations

Descrip	Researches and identifies best practices, programs, and organizational structures that provide the most useful assistance in closing achievement gaps for at risk students in large urban school systems. Manages curriculum support and specialized services in coordination with the Chief Academic Officer. Supervises Executive Directors for Interventions, Special Education, and Multilingual departments. Collaborates with Area Superintendents to develop protocols for routine monitoring of services to students receiving specialized services.
Quals	Master's Degree and ten (10) years of experience in Assessment for Business process improvement.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Forth Worth ISD	Asst. Superintendent – Specialized Academic Su	Good	118,867	147,527	176,186	48.2%		240	1920	128,773	159,820	190,868
Average			**118,867**	**147,527**	**176,186**	**48.2%**				**128,773**	**159,820**	**190,868**
Houston ISD	Officer, Special Populations		**104,441**	**138,385**	**172,328**	**65.0%**		**260**	**2080**	**104,441**	**138,385**	**172,328**
							$ Difference			-24,332	-21,435	-18,540
							% Difference			-23.3%	-15.5%	-10.8%

Painter

Descrip | Mix and match colors of paint, stain, or varnish with oil and thinning and drying additives in order to obtain desired colors and consistencies. Prepares walls, millwork, and cabinetry surfaces for painting. Performs minor repairs on wall surfaces. Paints a wide variety of surfaces including walls, buildings, parts, and equipment. Maintains paint equipment.

Quals | High School Diploma or GED equivalent and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Cypress-Fairbanks ISD	Painter III	Good	27,220	33,380	39,540	45.3%		250	2000	28,309	34,715	41,122
City of Houston	Painter	Good	28,600	41,860	55,120	92.7%		260	2080	28,600	41,860	55,120
City of Dallas	Painter	Good	29,120	40,658	52,195	79.2%		260	2080	29,120	40,658	52,195
Forth Worth ISD	Painter I	Good	30,556	37,524	44,492	45.6%		245	1960	32,427	39,821	47,216
Klein ISD	Painter	Good	30,854	37,402	43,949	42.4%		240	1920	33,426	40,518	47,611
Fort Bend ISD	Painter	Good	32,206	39,292	46,378	44.0%		260	2080	32,206	39,292	46,378
Aldine ISD	Painter	Good	33,096	46,367	59,638	80.2%		256	2048	33,613	47,091	60,570
San Antonio ISD	Journeyman, Painter	Good	33,280	39,832	46,384	39.4%		260	2080	33,280	39,832	46,384
City of Austin, TX	Painter	Good	34,424	47,247	60,070	74.5%		260	2080	34,424	47,247	60,070
Tomball ISD	Painter	Good	34,733	41,856	48,979	41.0%		240	1920	37,627	45,344	53,061
Katy ISD	Painter	Good	34,786	41,175	47,565	36.7%		261	2088	34,653	41,018	47,382
Harris County	Painter	Good	34,906	42,376	49,846	42.8%		260	2080	34,906	42,376	49,846
Pearland ISD	Painter	Good	39,505	46,813	54,121	37.0%		261	2088	39,354	46,634	53,914
Galena Park ISD	Painter	Good	42,370	51,064	59,758	41.0%		260	2080	42,370	51,064	59,758
Average			**33,261**	**41,918**	**50,574**	**53.0%**				**33,880**	**42,676**	**51,473**
Houston ISD	Painter		**29,120**	**36,715**	**44,310**	**52.2%**		**260**	**2080**	**29,120**	**36,715**	**44,310**
							$ Difference			-4,760	-5,961	-7,163
							% Difference			-16.3%	-16.2%	-16.2%

Parent Engagement Representative

Descrip	Improves communication and builds a strong home-school partnership between the parents and the school. Develops and supports parent and community organizations, volunteerism, and communication within the campus. Prepares, presents, and leads staff development and parent workshops. Prepares and facilitates parent engagement activities and events. Attend community and school events.
Quals	High School Diploma or GED equivalent and one (1) year of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Specialist Student & Parent Support	Good	37,584	45,824	54,063	43.8%		238	1904	41,058	50,059	59,060
Forth Worth ISD	Specialist II – Parent Outreach	Good	45,971	56,459	66,947	45.6%		210	1680	56,916	69,902	82,887
Klein ISD	Liaison, Parent	Good	56,661	68,739	80,818	42.6%		187	1496	78,780	95,573	112,367
San Antonio ISD	Family Engagement Specialist	Good	57,646	71,120	84,594	46.7%		215	1720	69,711	86,005	102,300
Average			**49,465**	**60,535**	**71,605**	**44.7%**				**61,616**	**75,385**	**89,153**
Houston ISD	Parent Engagement Representative		**29,120**	**32,866**	**36,612**	**25.7%**		**260**	**2080**	**29,120**	**32,866**	**36,612**
								$ Difference		-32,496	-42,519	-52,541
								% Difference		-111.6%	-129.4%	-143.5%

Payroll Analyst, Senior

Descrip	Evaluates and corrects payroll data to ensure proper payment to employees. Communicates with employees and outside agencies regarding payroll deductions and issues. Reviews payroll adjustment forms, payroll input, and stop payment requests. Maintains legal payroll information for documentation and research. Prepares and creates standard reports. Reconciles payroll-related general ledger accounts. Interprets district policies and government regulations affecting payroll procedures.
Quals	Bachelor's Degree and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Dallas	Payroll Analyst, Senior	Good	37,718	54,636	71,554	89.7%		260	2080	37,718	54,636	71,554
San Antonio ISD	Payroll Specialist	Good	40,269	48,859	57,450	42.7%		260	2080	40,269	48,859	57,450
Tomball ISD	Sr Specialist, Payroll	Good	40,933	49,322	57,711	41.0%		226	1808	47,091	56,742	66,393
City of Austin, TX	Payroll Analyst, Senior	Good	43,077	60,122	77,168	79.1%		260	2080	43,077	60,122	77,168
Pearland ISD	Spec Payroll	Good	43,860	52,632	61,404	40.0%		230	1840	49,581	59,497	69,413
Forth Worth ISD	Specialist – Payroll	Good	45,602	56,017	66,432	45.7%		240	1920	49,402	60,685	71,968
Galena Park ISD	Payroll Supervisor	Good	52,550	63,312	74,074	41.0%		226	1808	60,455	72,836	85,218
Katy ISD	Payroll Analyst, Senior	Good	71,157	85,205	99,253	39.5%		238	1904	77,735	93,081	108,428
Average			**46,896**	**58,763**	**70,631**	**52.3%**				**50,666**	**63,307**	**75,949**
Houston ISD	Payroll Analyst, Senior		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
								$ Difference		-1,943	1,250	4,443
								% Difference		-4.0%	1.9%	5.5%

Salary Survey Results for HOUSTON ISD, TX

Plant Operator

Descrip | Helps Principal plan and prepare work schedules for custodial staff. Prepares school for daily activities and secures school at end of each workday. Performs general cleaning. Assists in training, directing, and evaluating the custodial staff. Initiates work order repairs, equipment/supply requisitions, and maintains inventory. Replaces light bulbs and tubes. Performs minor repairs. Operates heating and air conditioning equipment.

Quals | High School Diploma or GED equivalent and six (6) months of experience. Requires Boiler Permit License.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Head Custodian	Good	29,010	42,364	55,718	92.1%		257	2056	29,349	42,858	56,368
Forth Worth ISD	Custodian II – Head ES	Good	30,556	37,524	44,492	45.6%		245	1960	32,427	39,821	47,216
Harris County	Custodian III	Good	32,321	39,237	46,154	42.8%		260	2080	32,321	39,237	46,154
Galena Park ISD	Custodian, Head - High School	Good	33,677	40,585	47,493	41.0%		234	1872	37,419	45,094	52,770
City of Austin, TX	Lead Custodian	Good	33,760	55,464	77,168	128.6%		260	2080	33,760	55,464	77,168
San Antonio ISD	Head Custodian Large Campus	Good	33,800	41,371	48,942	44.8%		260	2080	33,800	41,371	48,942
Cypress-Fairbanks ISD	Head Custodian, HS	Good	34,260	42,030	49,800	45.4%		250	2000	35,630	43,711	51,792
Fort Bend ISD	Lead Custodian	Good	34,646	42,241	49,836	43.8%		260	2080	34,646	42,241	49,836
Tomball ISD	Supervisor, Custodial HS	Good	34,733	41,856	48,979	41.0%		240	1920	37,627	45,344	53,061
Katy ISD	Custodian Head HS	Good	34,786	41,175	47,565	36.7%		261	2088	34,653	41,018	47,382
Klein ISD	Head Custodian, High School	Good	36,134	44,333	52,531	45.4%		240	1920	39,146	48,027	56,909
City of Dallas	Lead Custodian	Good	38,285	42,868	47,450	23.9%		260	2080	38,285	42,868	47,450
Pearland ISD	Custodian Head II	Good	41,489	49,152	56,814	36.9%		261	2088	41,330	48,963	56,596
Average			**34,420**	**43,092**	**51,765**	**51.4%**				**35,415**	**44,309**	**53,203**
Houston ISD	Plant Operator		**29,120**	**31,202**	**33,284**	**14.3%**		**260**	**2080**	**29,120**	**31,202**	**33,284**
								$ Difference		-6,295	-13,107	-19,919
								% Difference		-21.6%	-42.0%	-59.8%

Platform Systems Administrator

Descrip	Maintains tools that support and automate processes for hardware or software product release. Modifies, maintains, and updates software and hardware. Manages end user accounts, permissions, access rights, and storage allocations. Recommends technology tools and products, develops technical standards and acts as a resource to junior members. Analyzes system, server, application, and network performance. Develops and reviews operator and control instructions. Prepares and conducts system and programming tests requiring interfacing of hardware and software.
Quals	Bachelor's Degree and five (5) years of experience. Requires all basic certifications in area of specialty.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Austin, TX	IT Systems Administrator	Good	58,261	82,670	107,078	83.8%		260	2080	58,261	82,670	107,078
Katy ISD	Systems Admin Sr	Good	60,700	72,695	84,690	39.5%		238	1904	66,310	79,414	92,518
City of Dallas	Senior Systems Programmer	Good	61,328	77,999	94,669	54.4%		260	2080	61,328	77,999	94,669
Aldine ISD	Systems Administrator	Good	64,299	88,039	111,780	73.8%		226	1808	73,973	101,284	128,596
Klein ISD	Administrator- Business Info Syst Project &Integ	Good	69,203	83,895	98,587	42.5%		235	1880	76,565	92,820	109,075
San Antonio ISD	Systems Administrator	Good	69,460	85,366	101,271	45.8%		230	1840	78,520	96,500	114,481
Cypress-Fairbanks ISD	Technology Systems Engineer	Good	75,635	90,579	105,523	39.5%		250	2000	78,660	94,202	109,744
City of Houston	Infor Systems Administrator	Good	78,832	120,510	162,188	105.7%		260	2080	78,832	120,510	162,188
Galena Park ISD	Senior Systems Analyst	Good	78,989	95,155	111,321	40.9%		226	1808	90,873	109,470	128,068
Fort Bend ISD	Sr Systems Engr I	Good	79,074	96,432	113,789	43.9%		238	1904	86,383	105,345	124,307
Harris County	Systems Administrator III	Good	80,018	100,849	121,680	52.1%		260	2080	80,018	100,849	121,680
Average			**70,527**	**90,381**	**110,234**	**56.5%**				**75,429**	**96,460**	**117,491**
Houston ISD	Platform Systems Administrator		**60,684**	**80,406**	**100,128**	**65.0%**		**260**	**2080**	**60,684**	**80,406**	**100,128**
							$ Difference			-14,745	-16,054	-17,363
							% Difference			-24.3%	-20.0%	-17.3%

Salary Survey Results for HOUSTON ISD, TX

Plumber

Descrip	Repairs and replaces leaking faucets and hardware in restrooms. Repairs broken pipes. Caulks leaks and opens clogged drains. Installs sinks, showers, toilets, water heaters, and related plumbing fixtures. Conducts back flow testing and gas testing. Responds to emergency plumbing calls.
Quals	Vocational, Technical, or Business School Diploma and three (3) years of experience. Must be a Licensed Plumber.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Plumber	Good	29,120	35,782	42,443	45.8%		260	2080	29,120	35,782	42,443
Forth Worth ISD	Plumber I	Good	30,556	37,524	44,492	45.6%		245	1960	32,427	39,821	47,216
City of Houston	Plumber	Good	37,440	54,210	70,980	89.6%		260	2080	37,440	54,210	70,980
Cypress-Fairbanks ISD	Plumber III	Good	37,680	46,240	54,800	45.4%		250	2000	39,187	48,090	56,992
Klein ISD	Journeyman, Plumber	Good	39,590	47,981	56,371	42.4%		240	1920	42,890	51,979	61,069
City of Austin, TX	Plumber I	Good	41,018	57,304	73,590	79.4%		260	2080	41,018	57,304	73,590
San Antonio ISD	Journeyman, Plumber	Good	42,640	51,834	61,027	43.1%		260	2080	42,640	51,834	61,027
Harris County	Plumber I	Good	43,680	62,244	80,808	85.0%		260	2080	43,680	62,244	80,808
Fort Bend ISD	Plumber	Good	44,596	54,398	64,200	44.0%		260	2080	44,596	54,398	64,200
Pearland ISD	Plumber	Good	46,855	55,750	64,644	38.0%		261	2088	46,675	55,536	64,396
Tomball ISD	Journeyman, Plumber	Good	47,251	55,584	63,917	35.3%		240	1920	51,189	60,216	69,243
Average			**40,039**	**50,804**	**61,570**	**54.0%**				**40,987**	**51,947**	**62,906**
Houston ISD	Plumber		**34,583**	**44,094**	**53,604**	**55.0%**		**260**	**2080**	**34,583**	**44,094**	**53,604**
							$ Difference			-6,404	-7,853	-9,302
							% Difference			-18.5%	-17.8%	-17.4%

Police Captain

Descrip | Directs police and civilian managers and other key personnel. Collaborates with fellow managers regarding law enforcement supervisory issues. Helps school administrators solve issues. Works closely with area law enforcement. Coordinates with other agencies for access and utilization of resources during emergencies. Helps Assistant Chief of Police and Chief of Police form and implement policies and procedures.

Quals | TCOLE Advanced Peace Officer Certification and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Alief ISD	Police Captain	Good	71,581	85,979	100,378	40.2%		260	2080	71,581	85,979	100,378
Katy ISD	Police Captain	Good	89,711	107,441	125,170	39.5%		261	2088	89,367	107,029	124,691
Cypress-Fairbanks ISD	Police Captain	Good	91,515	107,667	123,818	35.3%		250	2000	95,176	111,973	128,771
Average			**84,269**	**100,362**	**116,456**	**38.4%**				**85,374**	**101,661**	**117,947**
Houston ISD	Police Captain		**71,335**	**94,519**	**117,702**	**65.0%**		**260**	**2080**	**71,335**	**94,519**	**117,702**
							$ Difference			-14,039	-7,142	-245
							% Difference			-19.7%	-7.6%	-0.2%

Police Dispatcher

Descrip | Answers emergency and non-emergency calls for service and records the data received. Determines nature of calls, dispatches appropriate personnel, and continually updates information as it is received. Retrieves requested information from a National Criminal Justice Information computer. Prepares and maintains necessary reports, records, and files.

Quals | High School Diploma or GED equivalent and one (1) year of experience. Must obtain Telecommunications Operator License from Texas Communication on Law Enforcement Officer Standards and Education (TCLEOSE) within one (1) year of employment.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Klein ISD	Police Dispatcher	Good	31,469	38,131	44,794	42.3%		240	1920	34,091	41,309	48,526
Alief ISD	Police Dispatcher	Good	32,843	39,936	47,029	43.2%		260	2080	32,843	39,936	47,029
San Antonio ISD	Police Dispatcher	Good	33,280	39,832	46,384	39.4%		260	2080	33,280	39,832	46,384
City of Houston	Police Telecommunicator	Good	33,592	48,646	63,700	89.6%		260	2080	33,592	48,646	63,700
Cypress-Fairbanks ISD	Telecommunicator	Good	34,260	42,030	49,800	45.4%		250	2000	35,630	43,711	51,792
City of Dallas	Police Dispatcher	Good	34,289	39,913	45,536	32.8%		260	2080	34,289	39,913	45,536
Fort Bend ISD	Police Telecommunications Operations	Good	35,006	41,392	47,778	36.5%		260	2080	35,006	41,392	47,778
Katy ISD	Police Telecommunicator	Good	39,985	47,335	54,685	36.8%		261	2088	39,832	47,154	54,475
Harris County	Communications Officer I-IV	Good	40,186	45,926	51,667	28.6%		260	2080	40,186	45,926	51,667
City of Austin, TX	Police Dispatcher	Good	41,018	57,304	73,590	79.4%		260	2080	41,018	57,304	73,590
Average			**35,593**	**44,045**	**52,496**	**47.4%**				**35,977**	**44,512**	**53,048**
Houston ISD	Police Dispatcher		**29,120**	**36,715**	**44,310**	**52.2%**		**260**	**2080**	**29,120**	**36,715**	**44,310**
								$ Difference		-6,857	-7,797	-8,738
								% Difference		-23.5%	-21.2%	-19.7%

Salary Survey Results for HOUSTON ISD, TX

Police Officer

Descrip | Patrols school grounds and surrounding area for student, faculty, and community safety. Responds to calls for service on and off campus. Performs tactical operations in and around schools in an effort to combat active threat or criminal activity. Works with outside agencies on investigations regarding criminal acts on campus. Provides training, lectures, or guidance to faculty, staff, and students related to matters of public safety.

Quals | High School Diploma or GED equivalent. Requires TCOLE Peace Officer Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Alief ISD	Police Campus Officer	Good	38,578	46,816	55,054	42.7%		190	2080	38,578	46,816	55,054
San Antonio ISD	Police Officer	Good	40,685	49,067	57,450	41.2%		260	2080	40,685	49,067	57,450
Klein ISD	Police Officer	Good	43,277	52,435	61,594	42.3%		240	1920	46,883	56,805	66,726
Cypress-Fairbanks ISD	Police Officer	Good	46,720	55,950	65,180	39.5%		250	2000	48,589	58,188	67,787
Aldine ISD	Police Officer	Good	47,206	65,319	83,432	76.7%		257	2056	47,757	66,082	84,406
Fort Bend ISD	Police Officer	Good	49,454	59,468	69,482	40.5%		260	2080	49,454	59,468	69,482
Katy ISD	Police Officer I	Good	51,970	61,533	71,096	36.8%		261	2088	51,771	61,298	70,824
City of Austin, TX	Police Officer	Good	60,403	73,064	85,725	41.9%		260	2080	60,403	73,064	85,725
City of Dallas	Police Officer	Good	61,367	71,675	81,983	33.6%		260	2080	61,367	71,675	81,983
Average			**48,851**	**59,481**	**70,111**	**43.9%**				**49,499**	**60,274**	**71,049**
Houston ISD	Police Officer		**38,042**	**48,503**	**58,964**	**55.0%**		**260**	**2080**	**38,042**	**48,503**	**58,964**
								$ Difference		-11,457	-11,771	-12,085
								% Difference		-30.1%	-24.3%	-20.5%

Police Sergeant

Descrip	Responds to calls for service. Facilitates proper distribution of resources to ensure manpower is assigned efficiently and effectively. Conducts security assessments of schools and district facilities. Controls emergency situations and begins incident command procedures. Works closely with area law enforcement; ensures all proper protocols are followed. Coordinates with other agencies for access and utilization of resources during emergencies. Assigns personnel to investigate and follow up on all cases involving incidents of criminal and noncriminal activity on and around district property.	
Quals	TCOLE Intermediate Peace Officer Certification and two (2) years of experience.	

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Harris County	Sergeant	Good					77,896	260	2080			
Aldine ISD	Police Sergeant	Good	47,206	65,319	83,432	76.7%		257	2056	47,757	66,082	84,406
San Antonio ISD	Police Sergeant	Good	50,419	60,798	71,178	41.2%		260	2080	50,419	60,798	71,178
Cypress-Fairbanks ISD	Police Sergeant	Good	57,520	67,680	77,840	35.3%		250	2000	59,821	70,387	80,954
Klein ISD	Police Sergeant	Good	57,965	70,272	82,579	42.5%		240	1920	62,795	76,128	89,461
Fort Bend ISD	Police Sergeant	Good	61,178	71,175	81,172	32.7%		260	2080	61,178	71,175	81,172
Alief ISD	Police Sergeant	Good	63,352	76,093	88,834	40.2%		260	2080	63,352	76,093	88,834
Katy ISD	Police Serg	Good	69,885	82,246	94,607	35.4%		261	2088	69,618	81,931	94,245
City of Dallas	Police Sergeant	Good	91,584	95,105	98,626	7.7%		260	2080	91,584	95,105	98,626
City of Austin, TX	Police Sergeant	Good	95,183	98,515	101,847	7.0%		260	2080	95,183	98,515	101,847
Average			**66,032**	**76,356**	**86,680**	**35.4%**	**77,896**			**66,856**	**77,357**	**87,858**
Houston ISD	Police Sergeant		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**
								$ Difference		-18,133	-12,800	-7,466
								% Difference		-37.2%	-19.8%	-9.3%

Principal, Assistant Elementary School

Descrip | Helps provide overall leadership. Ensures student achievement is improved and key District objectives are met. Assists Principal in developing plans to enhance student advancement and strengthen instructional opportunities. Collaborates and builds strong relationships with key stakeholders. Helps Principal select and mentor school staff. Assists in teacher evaluation and development, student discipline management, and supervision of extra-curricular activities.

Quals | Master's Degree and three (3) years of experience. Requires Texas Principal Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Principal, Assistant Primary	Good	61,170	83,754	106,339	73.8%		215	1720	73,973	101,284	128,596
Cypress-Fairbanks ISD	Principal, Assistant Elementary School	Good	62,208	74,501	86,794	39.5%		200	1600	80,870	96,851	112,832
San Antonio ISD	Principal, Assistant Elementary School	Good	63,420	77,943	92,465	45.8%		210	1680	78,520	96,500	114,481
Fort Bend ISD	Principal, Assistant Elementary School	Good	64,740	78,950	93,160	43.9%		210	1680	80,154	97,748	115,341
Klein ISD	Principal, Assistant Elementary School	Good	65,892	80,357	94,823	43.9%		207	1656	82,763	100,932	119,101
Forth Worth ISD	Principal, Assistant Elementary School	Good	67,569	79,618	91,667	35.7%		210	1680	83,657	98,575	113,492
Tomball ISD	Principal, Assistant Elementary School	Good	67,761	83,141	98,521	45.4%		202	1616	87,217	107,013	126,809
Pearland ISD	Principal, Assistant Elementary School	Good	69,266	82,954	96,641	39.5%		210	1680	85,758	102,704	119,651
Galena Park ISD	Principal, Assistant Elementary School	Good	69,488	83,721	97,954	41.0%		207	1656	87,279	105,157	123,035
Katy ISD	Principal, Assistant Elementary School	Good	71,833	86,030	100,227	39.5%		208	1664	89,791	107,537	125,284
Average			**66,335**	**81,097**	**95,859**	**44.8%**				**82,998**	**101,430**	**119,862**
Houston ISD	Principal, Assistant Elem		**70,484**	**79,608**	**87,732**	**24.5%**		**260**	**2080**	**70,484**	**79,608**	**87,732**
									$ Difference	-12,514	-21,822	-32,130
									% Difference	-17.8%	-27.4%	-36.6%

Principal, Assistant High School

Descrip	Helps provide overall leadership. Ensures student achievement is improved and key District objectives are met. Assists Principal in developing plans to increase student graduation rates and strengthen instructional opportunities. Collaborates and builds strong relationships with key stakeholders. Helps Principal select and mentor school staff. Assists in teacher evaluation and development, student discipline management, and supervision of extra-curricular activities.
Quals	Master's Degree and three (3) years of experience. Requires Texas Principal Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Fort Bend ISD	Principal, Assistant High School	Good	69,109	84,279	99,449	43.9%		210	1680	85,564	104,345	123,127
San Antonio ISD	Principal, Assistant High School	Good	70,950	86,595	102,239	44.1%		215	1720	85,800	104,719	123,638
Cypress-Fairbanks ISD	Principal, Assistant High School	Good	73,391	87,893	102,394	39.5%		210	1680	90,865	108,819	126,774
Aldine ISD	Principal, Assistant High School	Good	73,843	97,439	121,034	63.9%		226	1808	84,952	112,098	139,243
Klein ISD	Principal, Assistant High School	Good	74,232	90,528	106,823	43.9%		220	1760	87,729	106,987	126,246
Tomball ISD	Principal, Assistant High School	Good	74,299	91,163	108,027	45.4%		207	1656	93,322	114,504	135,686
Forth Worth ISD	Principal, Assistant High School	Good	76,162	89,743	103,323	35.7%		215	1720	92,103	108,526	124,949
Galena Park ISD	Principal, Assistant High School	Good	77,721	93,639	109,557	41.0%		210	1680	96,226	115,934	135,642
Pearland ISD	Principal, Assistant High School	Good	78,973	94,580	110,186	39.5%		215	1720	95,502	114,375	133,248
Katy ISD	Principal, Assistant High School	Good	80,710	96,662	112,613	39.5%		208	1664	100,888	120,827	140,767
Average			**74,939**	**91,252**	**107,565**	**43.6%**				**91,295**	**111,114**	**130,932**
Houston ISD	Principal, Assistant High School		**77,607**	**89,405**	**101,203**	**30.4%**		**260**	**2080**	**77,607**	**89,405**	**101,203**
									$ Difference	-13,688	-21,709	-29,729
									% Difference	-17.6%	-24.3%	-29.4%

Principal, Assistant Middle School

Descrip | Helps provide overall leadership. Ensures student achievement is improved and key District objectives are met. Assists Principal in developing plans to enhance student advancement and strengthen instructional opportunities. Collaborates and builds strong relationships with key stakeholders. Helps Principal select and mentor school staff. Assists in teacher evaluation and development, student discipline management, and supervision of extra-curricular activities.

Quals | Master's Degree and three (3) years of experience. Requires Texas Principal Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Principal, Assistant Middle School	Good	63,420	77,943	92,465	45.8%		210	1680	78,520	96,500	114,481
Aldine ISD	Principal, Assistant Middle School	Good	64,299	88,039	111,780	73.8%		226	1808	73,973	101,284	128,596
Fort Bend ISD	Principal, Assistant Middle School	Good	64,740	78,950	93,160	43.9%		210	1680	80,154	97,748	115,341
Cypress-Fairbanks ISD	Principal, Assistant Middle School	Good	69,237	82,918	96,598	39.5%		210	1680	85,722	102,660	119,598
Pearland ISD	Principal, Assistant Middle School	Good	69,266	82,954	96,641	39.5%		210	1680	85,758	102,704	119,651
Tomball ISD	Asst Principal, JH	Good	69,438	85,199	100,960	45.4%		207	1656	87,217	107,013	126,810
Klein ISD	Principal, Assistant Int	Good	69,846	85,178	100,511	43.9%		207	1656	87,729	106,987	126,246
Forth Worth ISD	Principal, Assistant Middle School	Good	72,563	85,503	98,442	35.7%		215	1720	87,751	103,398	119,046
Galena Park ISD	Principal, Assistant Middle School	Good	72,963	87,907	102,850	41.0%		207	1656	91,645	110,414	129,184
Katy ISD	Principal, Assistant JH	Good	76,140	91,189	106,238	39.5%		208	1664	95,176	113,987	132,798
Average			**69,191**	**84,578**	**99,964**	**44.8%**				**85,364**	**104,270**	**123,175**
Houston ISD	Principal, Assistant Middle School		**71,868**	**80,490**	**89,112**	**24.0%**		**260**	**2080**	**71,868**	**80,490**	**89,112**
								$ Difference		-13,496	-23,780	-34,063
								% Difference		-18.8%	-29.5%	-38.2%

Principal, Elementary School

Descrip | Serves as educational leader of assigned campus. Manages policies, regulations, and procedures. Ensures students are supervised in a safe learning environment that meets approved curricula. Develops plans to enhance student advancement and strengthen instructional opportunities. Selects and mentors school staff. Responsible for teacher evaluation and development, student discipline management, and supervision of extra-curricular activities.

Quals | Master's Degree and three (3) years of teaching experience. Requires Texas Principal Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Principal, Elementary School	Good	75,900	94,443	112,985	48.9%		220	1760	89,700	111,614	133,528
Forth Worth ISD	Principal, Elementary School	Good	84,436	101,323	118,210	40.0%		220	1760	99,788	119,745	139,703
Klein ISD	Principal, Elementary School	Good	85,357	104,094	122,832	43.9%		215	1720	103,223	125,882	148,541
Cypress-Fairbanks ISD	Principal, Elementary School	Good	86,390	103,462	120,534	39.5%		220	1760	102,097	122,273	142,449
Aldine ISD	Principal, Elementary School	Good	87,001	108,993	130,985	50.6%		226	1808	100,090	125,390	150,691
Tomball ISD	Principal, Elementary School	Good	87,295	102,701	118,107	35.3%		212	1696	107,060	125,954	144,848
Pearland ISD	Principal, Elementary School	Good	88,134	105,550	122,966	39.5%		215	1720	106,581	127,642	148,703
Galena Park ISD	Principal, Elementary School	Good	90,332	108,835	127,337	41.0%		226	1808	103,922	125,208	146,494
Fort Bend ISD	Principal, Elementary School	Good	93,227	111,650	130,073	39.5%		238	1904	101,845	121,971	142,097
Katy ISD	Principal, Elementary School	Good	97,894	117,241	136,588	39.5%		238	1904	106,943	128,079	149,214
Average			**87,597**	**105,829**	**124,062**	**41.8%**				**102,125**	**123,376**	**144,627**
Houston ISD	Principal, Elementary School		**95,813**	**97,994**	**100,174**	**4.6%**		**260**	**2080**	**95,813**	**97,994**	**100,174**
								$ Difference		-6,312	-25,382	-44,453
								% Difference		-6.6%	-25.9%	-44.4%

Principal, High School

Descrip	Serves as educational leader of assigned campus. Manages policies, regulations, and procedures. Ensures students are supervised in a safe learning environment that meets approved curricula. Develops plans to increase student graduation rates and strengthen instructional opportunities. Selects and mentors school staff. Responsible for teacher evaluation and development, student discipline management, and supervision of extra-curricular activities.
Quals	Master's Degree and three (3) years of teaching experience. Requires Texas Principal Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
San Antonio ISD	Principal, High School	Good	89,284	109,984	130,684	46.4%		202	1616	114,920	141,564	168,207
Forth Worth ISD	Principal, High School	Good	108,595	130,314	152,033	40.0%		240	1920	117,645	141,174	164,702
Klein ISD	Principal, High School	Good	108,821	132,709	156,597	43.9%		235	1880	120,398	146,827	173,256
Galena Park ISD	Principal, High School	Good	110,622	133,281	155,940	41.0%		226	1808	127,265	153,332	179,400
Pearland ISD	Principal, High School	Good	112,926	132,853	152,780	35.3%		230	1840	127,655	150,182	172,708
Aldine ISD	Principal, High School	Good	113,000	133,480	153,960	36.2%		226	1808	130,000	153,561	177,122
Tomball ISD	Principal, High School	Good	118,682	139,625	160,568	35.3%		226	1808	136,537	160,631	184,724
Cypress-Fairbanks ISD	Principal, High School	Good	118,755	142,222	165,688	39.5%		250	2000	123,505	147,910	172,316
Katy ISD	Principal, High School	Good	127,413	149,128	170,844	34.1%		238	1904	139,191	162,913	186,636
Fort Bend ISD	Principal, High School	Good	127,444	156,374	185,304	45.4%		238	1904	139,225	170,829	202,433
Average			**113,554**	**135,997**	**158,440**	**39.7%**				**127,634**	**152,892**	**178,150**
Houston ISD	Principal, High School		**117,000**	**124,800**	**132,600**	**13.3%**		**260**	**2080**	**117,000**	**124,800**	**132,600**
								$ Difference		-10,634	-28,092	-45,550
								% Difference		-9.1%	-22.5%	-34.4%

Principal, Middle School

Descrip | Serves as educational leader of assigned campus. Manages policies, regulations, and procedures. Ensures students are supervised in a safe learning environment that meets approved curricula. Develops plans to enhance student advancement and strengthen instructional opportunities. Selects and mentors school staff. Responsible for teacher evaluation and development, student discipline management, and supervision of extra-curricular activities.

Quals | Master's Degree and three (3) years of teaching experience. Requires Texas Principal Certification.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Principal, Middle School	Good	87,001	108,993	130,985	50.6%		226	1808	100,090	125,390	150,691
Klein ISD	Principal, Int	Good	87,342	106,515	125,688	43.9%		220	1760	103,223	125,882	148,541
Pearland ISD	Principal, Middle School	Good	88,134	105,550	122,966	39.5%		215	1720	106,581	127,642	148,703
San Antonio ISD	Principal, Middle School	Good	90,362	108,967	127,572	41.2%		230	1840	102,149	123,180	144,212
Forth Worth ISD	Principal, Middle School	Good	91,659	109,991	128,322	40.0%		220	1760	108,324	129,989	151,653
Galena Park ISD	Principal, Middle School	Good	94,850	114,277	133,704	41.0%		226	1808	109,119	131,469	153,819
Cypress-Fairbanks ISD	Principal, Middle School	Good	99,349	118,980	138,610	39.5%		230	1840	112,308	134,499	156,690
Tomball ISD	Principal, JH	Good	101,436	119,338	137,239	35.3%		220	1760	119,879	141,035	162,192
Katy ISD	Principal, Junior High	Good	106,179	124,274	142,369	34.1%		238	1904	115,994	135,762	155,529
Fort Bend ISD	Principal, Middle School	Good	108,611	130,074	151,536	39.5%		238	1904	118,651	142,097	165,544
Average			**95,492**	**114,696**	**133,899**	**40.5%**				**109,632**	**131,694**	**153,757**
Houston ISD	Principal, Middle School		**96,900**	**102,000**	**107,100**	**10.5%**		**260**	**2080**	**96,900**	**102,000**	**107,100**
							$ Difference			-12,732	-29,694	-46,657
							% Difference			-13.1%	-29.1%	-43.6%

Salary Survey Results for HOUSTON ISD, TX

School Support Officer

Descrip	Manages programs which improve math and reading, reduce retentions and dropouts, and increase graduates. Develops position statements regarding population served and resource alignment of budget, staff, and time. Increases the number of effective teachers. Ensures compliance of assigned schools with all pertinent federal and state requirements related to various data and operational regulations.
Quals	Master's Degree in Education or related field and five (5) years of experience as a principal or related position. Requires School Administrator and TEA Certifications.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Katy ISD	Coord Dropout Prvtn	Good	92,351	110,603	128,856	39.5%		238	1904	100,888	120,827	140,767
Average			**92,351**	**110,603**	**128,856**	**39.5%**				**100,888**	**120,827**	**140,767**
Houston ISD	School Support Officer		**86,315**	**114,367**	**142,420**	**65.0%**		260	2080	**86,315**	**114,367**	**142,420**
							$ Difference			-14,573	-6,460	1,653
							% Difference			-16.9%	-5.6%	1.2%

Senior Manager, Benefits Administration

Descrip	Provides overall leadership and management within the Benefits Department. Responsible for the development, documentation, and updating of all benefit administration processes. Leads procurement selection committee. Helps negotiate contract terms and conditions with selected vendor. Oversees and manages all aspects of benefit communications. Reviews benefit enrollment data and trends. Develops and monitors benefits administration portion of district budget.
Quals	Bachelor's Degree and seven (7) years of experience including five (5) years managing benefits administration and leading a team of staff or consultants.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Tomball ISD	Coordinator, Employee Benefits	Good	58,252	70,376	82,499	41.6%		226	1808	67,016	80,963	94,910
City of Dallas	Benefits and Wellness Manager	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
Forth Worth ISD	Director II – Benefits	Good	80,554	97,133	113,712	41.2%		240	1920	87,267	105,227	123,188
City of Austin, TX	Benefits Manager	Good	82,618	119,246	155,875	88.7%		260	2080	82,618	119,246	155,875
Average			**72,221**	**96,122**	**120,024**	**65.3%**				**76,090**	**100,793**	**125,495**
Houston ISD	Senior Manager, Benefits Administration		**71,335**	**94,519**	**117,702**	**65.0%**		**260**	**2080**	**71,335**	**94,519**	**117,702**
								$ Difference		-4,755	-6,274	-7,793
								% Difference		-6.7%	-6.6%	-6.6%

Salary Survey Results for HOUSTON ISD, TX

Senior Manager, Facilities Maintenance

Descrip Oversees daily operations for facility services provided to schools, administration buildings, stadiums, and support facilities throughout the district. Responsible for all aspects of structural maintenance and environmental services. Manages and oversees multiple budgets; ensures efficient use of resources. Acts as primary contact for response to emergency calls from facilities and after-hour callouts. Visits district sites to monitor maintenance operations.

Quals Bachelor's Degree and seven (7) years of experience. Requires Texas Department of Health Asbestos licensing in the field of Consulting, Inspecting, Management Planner, or Project Planner. Environmental Certifications in two (2) or more of the following areas: Indoor Air Quality, Mold Awareness, Asbestos, Abatement, Pest Control, Registered Environmental Manager, HAZWOPPER, and Corrective Action.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Austin, TX	Building Services Manager	Good	65,458	92,768	120,078	83.4%		260	2080	65,458	92,768	120,078
City of Dallas	Manager III	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
Forth Worth ISD	Director I – Facilities	Good	70,046	84,463	98,880	41.2%		240	1920	75,883	91,502	107,120
Average			**67,655**	**91,655**	**115,655**	**71.5%**				**69,601**	**94,001**	**118,402**
Houston ISD	Senior Manager, Facilities Maintenance		**71,335**	**94,519**	**117,702**	**65.0%**		**260**	**2080**	**71,335**	**94,519**	**117,702**
						$ Difference				1,734	518	-700
						% Difference				2.4%	0.5%	-0.6%

Senior Manager, Payroll

Descrip	Supervises preparation of the District's payroll processes. Monitors and reviews payroll software system. Assures proper tax treatment, accounting, and disposition of withholdings. Monitors compliance, payments, and reporting to Texas Teachers' Retirement System (TRS). Develops, implements, and maintains internal controls; ensures payroll process integrity. Monitors and coordinates assigned payroll activities.
Quals	Bachelor's Degree and seven (7) years of progressively responsible payroll experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Dallas	Manager III	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
Cypress-Fairbanks ISD	Asst Director, Payroll	Good	73,685	86,688	99,690	35.3%		250	2000	76,632	90,155	103,678
City of Austin, TX	Payroll Manager	Good	74,797	104,780	134,763	80.2%		260	2080	74,797	104,780	134,763
Average			**71,981**	**96,401**	**120,820**	**68.4%**				**72,963**	**97,557**	**122,150**
Houston ISD	Senior Manager, Payroll		**71,335**	**94,519**	**117,702**	**65.0%**		**260**	**2080**	**71,335**	**94,519**	**117,702**
								$ Difference		-1,628	-3,038	-4,448
								% Difference		-2.3%	-3.2%	-3.8%

Senior Manager, Risk Management

Descrip	Manages processes for potential hazard or loss/risk exposures to district operations. Coordinates services and department resources for correction and resolution through comprehensive auto/liability insurance coverages, deductibles, risk retention, risk transfer, risk control, and environmental or safety and loss control programs. Manages processes for developing and securing insurance and self-insurance financing. Manages claims filed for major property damage. Ensures the district is properly funded for property damages. Coordinates adjudication of liability claims with legal services.
Quals	Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Manager III	Good	67,461	97,735	128,008	89.8%		260	2080	67,461	97,735	128,008
Cypress-Fairbanks ISD	Assistant Director Risk Management	Good	73,685	86,688	99,690	35.3%		250	2000	76,632	90,155	103,678
Forth Worth ISD	Director II – Risk Management	Good	80,554	97,133	113,712	41.2%		240	1920	87,267	105,227	123,188
City of Austin, TX	Risk Manager	Good	82,618	119,246	155,875	88.7%		260	2080	82,618	119,246	155,875
Average			**76,079**	**100,200**	**124,321**	**63.7%**				**78,494**	**103,091**	**127,687**
Houston ISD	Senior Manager, Risk Management		**71,335**	**94,519**	**117,702**	**65.0%**		**260**	**2080**	**71,335**	**94,519**	**117,702**
								$ Difference		**-7,159**	**-8,572**	**-9,985**
								% Difference		**-10.0%**	**-9.1%**	**-8.5%**

Senior Manager, Special Education Services District Wide

Descrip	Provides leadership and collaborative support in the design, development, and implementation of services to students with disabilities. Focuses on students with disabilities of low-incidence, autism, and emotional/ behavioral challenges. Collaborates with other departments within Academics and provides overall operational direction in the design and evaluation of special education services to meet the instructional needs of all students with disabilities in grades pre-K through 12. Trains, monitors, coaches, mentors, and evaluates special education staff.
Quals	Master's Degree and five (5) years of experience. Requires Teacher and Special Education Certifications; or Licensed Specialist in School Psychology; or Licensure as a Speech-Language Pathologist.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Cypress-Fairbanks ISD	Assistant Director, Special Education Programm	Good	82,425	98,712	114,998	39.5%		250	2000	85,722	102,660	119,598
Forth Worth ISD	Director II – Special Ed	Good	85,457	104,858	124,258	45.4%		240	1920	92,578	113,596	134,613
Average			**83,941**	**101,785**	**119,628**	**42.5%**				**89,150**	**108,128**	**127,105**
Houston ISD	Senior Manager, Special Education Services District Wide		**64,850**	**85,926**	**107,002**	**65.0%**		**260**	**2080**	**64,850**	**85,926**	**107,002**
								$ Difference		-24,300	-22,202	-20,103
								% Difference		-37.5%	-25.8%	-18.8%

Salary Survey Results for HOUSTON ISD, TX

Social Worker

Descrip	Develops and implements direct intervention strategies for students, teachers, and families to resolve stressors and remove barriers that interfere with student success. Mobilizes and coordinates community resources for students and families to address academic, behavioral, emotional, and social needs. Assesses needs and counsels students and families regarding needed social, emotional, or developmental adjustments. Develops and builds community agency partnerships with service providers.
Quals	Bachelor's Degree in Social Work and three (3) years of experience. Must be licensed as a Provisional LMSW.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Harris County	Social Worker I	Good	42,640	57,720	72,800	70.7%		260	2080	42,640	57,720	72,800
City of Austin, TX	Social Worker	Good	49,878	69,462	89,045	78.5%		260	2080	49,878	69,462	89,045
San Antonio ISD	Social Worker	Good	53,088	65,496	77,905	46.7%		198	1584	69,711	86,005	102,300
Fort Bend ISD	Social Worker	Good	56,283	68,638	80,993	43.9%		210	1680	69,684	84,980	100,277
Galena Park ISD	Social Services Worker	Good	57,802	69,642	81,482	41.0%		226	1808	66,498	80,119	93,740
Forth Worth ISD	Social Worker I	Good	58,354	71,680	85,006	45.7%		240	1920	63,217	77,653	92,090
Katy ISD	Social Worker	Good	59,417	70,923	82,428	38.7%		187	1496	82,612	98,609	114,605
Klein ISD	Social Worker	Good	61,812	74,985	88,159	42.6%		204	1632	78,780	95,569	112,359
Average			**54,909**	**68,568**	**82,227**	**51.0%**				**65,378**	**81,265**	**97,152**
Houston ISD	Social Worker		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
							$ Difference			-19,348	-22,576	-25,805
							% Difference			-42.0%	-38.5%	-36.2%

Special Education Program Specialist

Descrip | Develops and implements district-wide specialized staff training for special education teachers, support staff, administrators, and parents. Develops and monitors program implementation, instructional materials, and curriculum materials. Collaborates with teachers, principals and regional staff regarding special education services in schools, student placement, and evaluation. Monitors classroom instructions and behavior intervention.

Quals | Master's Degree and three (3) years of experience. Requires Teacher and Special Education Certifications.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Klein ISD	Specialist, SPED Support & Compliance	Good	44,641	54,440	64,239	43.9%		198	1584	58,620	71,487	84,354
San Antonio ISD	Special Education Program Specialist	Good	50,407	62,189	73,970	46.7%		188	1504	69,711	86,005	102,300
Galena Park ISD	District and Campus Special Ed. Instructional Sp	Good	59,000	69,423	79,845	35.3%		187	1496	82,032	96,523	111,014
Forth Worth ISD	Coordinator IV – Special Ed	Good	66,898	81,365	95,832	43.3%		240	1920	72,473	88,145	103,818
Tomball ISD	Special Education Program Specialist	Good	67,761	83,141	98,521	45.4%		202	1616	87,217	107,013	126,809
Fort Bend ISD	Program Spec SPED 504/Dyslexia	good	68,730	83,818	98,905	43.9%		238	1904	75,083	91,565	108,047
Katy ISD	Special Education Program Specialist	Good	78,740	94,302	109,864	39.5%		228	1824	89,791	107,537	125,284
Average			**62,311**	**75,525**	**88,740**	**42.6%**				**76,418**	**92,611**	**108,804**
Houston ISD	Special Education Program Specialist		**48,723**	**64,557**	**80,392**	**65.0%**		**260**	**2080**	**48,723**	**64,557**	**80,392**

		$ Difference	-27,695	-28,054	-28,412
		% Difference	-56.8%	-43.5%	-35.3%

Specialist, Applications Developer

Descrip Conducts analysis, design, evaluation, modification, testing, and implementation of enterprise-wide systems across functional areas. Provides product usability, evaluation and support to development teams. Creates, evaluates, and modifies prototypes to support evolving software application development. Directly involved with programming, maintenance, technical support, documentation and administration of applications. Develops web service applications and analyzes business requirements for intranet and related systems.

Quals Bachelor's Degree and twelve (12) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Houston	IT Professional Applications	Good	64,272	95,849	127,426	98.3%		260	2080	64,272	95,849	127,426
Forth Worth ISD	Specialist IV – IT School Solutions	Good	65,515	78,773	92,030	40.5%		240	1920	70,975	85,337	99,699
Harris County	Web Applications Developer II	Good	80,018	100,849	121,680	52.1%		260	2080	80,018	100,849	121,680
Average			**69,935**	**91,823**	**113,712**	**63.6%**				**71,755**	**94,012**	**116,268**
Houston ISD	Specialist, Applications Developer		**73,427**	**97,291**	**121,155**	**65.0%**		**260**	**2080**	**73,427**	**97,291**	**121,155**
								$ Difference		1,672	3,279	4,887
								% Difference		2.3%	3.4%	4.0%

Specialist, Evaluation - ED Cert

Descrip	Evaluates students with severe disabilities. Assesses students for specific learning difficulties. Makes recommendations for appropriate instructional strategies. Conducts in-services for school personnel on intervention strategies, referral process, and classroom modifications/accommodations. Prepares and maintains database of evaluations conducted at each school. Collaborates with school personnel and parents regarding each assigned student.
Quals	Master's Degree and five (5) years of experience. Requires Texas Certification as an Educational Diagnostician or licensed by the Texas State Board of Examiners of Psychologists as a Licensed Specialist in School Psychology.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Cypress-Fairbanks ISD	Educational Diagnostician	Good	58,000	70,667	83,333	43.7%		250	2000	60,320	73,493	86,666
San Antonio ISD	Educational Diagnostician	Good	60,642	73,700	86,757	43.1%		210	1680	75,080	91,247	107,414
Klein ISD	Specialist, Evaluation & ARD	Good	61,812	74,985	88,159	42.6%		204	1632	78,780	95,569	112,359
Tomball ISD	Diagnostician	Good	67,761	83,141	98,521	45.4%		202	1616	87,217	107,013	126,809
Forth Worth ISD	Specialist – Diagnostic Evaluation	Good	74,506	90,983	107,460	44.2%		240	1920	80,715	98,565	116,415
Katy ISD	Spec SPED Appraiser	Good	78,740	94,302	109,864	39.5%		228	1824	89,791	107,537	125,284
Average			**66,910**	**81,296**	**95,682**	**43.1%**				**78,651**	**95,571**	**112,491**
Houston ISD	Specialist, Eval-ED Cert		**68,243**	**79,759**	**91,284**	**33.8%**		**260**	**2080**	**68,243**	**79,759**	**91,284**
							$ Difference			-10,408	-15,812	-21,207
							% Difference			-15.3%	-19.8%	-23.2%

Salary Survey Results for HOUSTON ISD, TX

Speech Therapist

Descrip	Selects and administers appropriate battery of speech therapy test for initial speech therapy referrals, dismissals, and re-evaluations. Explains test results and presents speech therapy Individualized Education Plan (IEP). Formulates lesson plan based on student goals and objectives. Collaborates with school administrators, classroom teachers, parents, and support personnel to communicate speech therapy procedures and progress.
Quals	Master's Degree in Speech Pathology. Requires American Speech and Hearing Association (ASHA) Certification and Licensure and Speech and Hearing Therapy Certificate; or Speech and Language Therapy Certificate; or State Certification and licensure as a Speech-Language Pathologist.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
San Antonio ISD	Speech Pathologist	Good	54,000	65,628	77,255	43.1%		187	1496	75,080	91,247	107,414
Aldine ISD	Speech Therapist	Good	56,617	77,521	98,425	73.8%		199	1592	73,973	101,284	128,596
Cypress-Fairbanks ISD	Speech Pathologist	Good	58,000	70,667	83,333	43.7%		260	2080	58,000	70,667	83,333
Katy ISD	Speech Language Path	Good	59,417	70,923	82,428	38.7%		187	1824	67,757	80,877	93,997
Fort Bend ISD	Speech Pathologist	Good	60,644	73,957	87,269	43.9%		210	1680	75,083	91,565	108,047
Klein ISD	Speech Language Path	Good	61,206	74,250	87,294	42.6%		202	1616	78,780	95,569	112,359
Tomball ISD	Speech Pathologist	Good	62,729	76,968	91,206	45.4%		187	1496	87,217	107,014	126,810
Pearland ISD	Speech Pathologist	Good	63,329	75,843	88,357	39.5%		192	1536	85,758	102,704	119,650
Galena Park ISD	Speech Therapist	Good	64,500	74,273	84,045	30.3%		187	2080	64,500	74,273	84,045
Forth Worth ISD	Speech – Language Pathologist	Good	65,192	79,610	94,028	44.2%		210	1680	80,714	98,565	116,416
Average			**60,563**	**73,964**	**87,364**	**44.5%**				**74,686**	**91,376**	**108,067**
Houston ISD	Speech Therapist		**65,243**	**76,764**	**88,284**	**35.3%**		**260**	**2080**	**65,243**	**76,764**	**88,284**
									$ Difference	-9,443	-14,613	-19,783
									% Difference	-14.5%	-19.0%	-22.4%

Speech Therapy Assistant

Descrip | Administers speech therapy to speech impaired students in accordance with Individual Education Plan (IEP). Records attendance and maintains/monitors performance. Participates in Speech-Language Pathology projects and activities. Consults with classroom teachers and parents regarding speech programs and student performance. Provides student progress reports to parents.

Quals | Bachelor's Degree and less than six (6) months of experience. Requires Assistant Speech Pathologist License.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Speech Language Pathology Assistant (SLP Assi	Good	45,467	55,851	66,234	45.7%		187	1496	63,216	77,653	92,090
Tomball ISD	Speech Pathologist Assistant	Good	46,636	57,222	67,808	45.4%		187	1496	64,842	79,560	94,279
Fort Bend ISD	Pathologist Speech Assistant	Good	50,119	61,121	72,123	43.9%		187	1496	69,684	84,981	100,278
Pearland ISD	Speech Path Assoc	Good	50,152	61,535	72,918	45.4%		192	1536	67,914	83,329	98,743
Galena Park ISD	Speech Therapy Assistant	Good	59,000	69,423	79,845	35.3%		187	2080	59,000	69,423	79,845
Average			**50,275**	**61,030**	**71,786**	**43.1%**				**64,931**	**78,989**	**93,047**
Houston ISD	Speech Therapy Assistant		**41,846**	**53,353**	**64,861**	**55.0%**		**260**	**2080**	**41,846**	**53,353**	**64,861**
							$ Difference			-23,085	-25,636	-28,186
							% Difference			-55.2%	-48.0%	-43.5%

Student Assessment Data Specialist

Descrip	Gathers data from various resources and compiles into a useable format. Analyzes and presents results to campus faculty and administration. Coordinates creation and maintenance of state, district, and campus assessment processes, records, and reports. Collaborates with multiple departments on various projects and reports. Analyzes formative assessment data with instructional teams. Helps teachers use assessment data to drive instruction.
Quals	Bachelor's Degree and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Aldine ISD	Coordinator of Assessment	Good	52,009	78,127	104,245	100.4%		226	1808	59,834	89,881	119,928
Fort Bend ISD	Specialist Data Integrity	Good	54,160	66,453	78,746	45.4%		238	1904	59,166	72,596	86,025
Pearland ISD	Spec Dist Stdnt Data	Good	63,070	75,534	87,997	39.5%		230	1840	71,297	85,386	99,475
Forth Worth ISD	Assessment Data Analyst (Campus Testing Coor	Good	65,192	79,610	94,028	44.2%		210	1680	80,714	98,565	116,416
Klein ISD	Specialist, Data & Assessment	Good	71,940	87,733	103,526	43.9%		226	1808	82,763	100,932	119,101
Average			**61,274**	**77,491**	**93,708**	**54.7%**				**70,755**	**89,472**	**108,189**
Houston ISD	Student Assessment Data Specialist		**53,595**	**71,013**	**88,432**	**65.0%**		**260**	**2080**	**53,595**	**71,013**	**88,432**
									$ Difference	-17,160	-18,459	-19,757
									% Difference	-32.0%	-26.0%	-22.3%

Salary Survey Results for HOUSTON ISD, TX

Student Information Representative

Descrip: Audits student attendance records. Corrects and assists the school with data compliance issues. Inputs permanent records, enrollment/withdrawals, discipline, progress reports, attendance, economically disadvantaged, master schedules, special populations, summer school information, honor roll, and report cards. Answers phone calls, prepares reports, and assists parents, administrators, and other clerical staff.

Quals: High School Diploma or GED equivalent and three (3) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At Min	2080 Hours/Yr Mid	Max
Pearland ISD	Registrar	Good	25,158	29,741	34,324	36.4%		205	1640	31,908	37,720	43,533
Katy ISD	Registrar HS	Good	32,425	38,825	45,225	39.5%		221	1768	38,147	45,677	53,206
Tomball ISD	Registrar	Good	35,587	42,874	50,160	41.0%		226	1808	40,941	49,323	57,706
San Antonio ISD	Clerk, Data Analyst	Good	37,440	45,947	54,454	45.4%		260	2080	37,440	45,947	54,454
Galena Park ISD	Registrar	Good	59,000	69,423	79,845	35.3%		187	1496	82,032	96,523	111,014
Klein ISD	Registrar- High School	Good	66,660	80,867	95,073	42.6%		220	1760	78,780	95,570	112,359
Average			**42,712**	**51,279**	**59,847**	**40.0%**				**51,541**	**61,793**	**72,046**
Houston ISD	Student Information Representative		**29,120**	**34,697**	**40,273**	**38.3%**		**260**	**2080**	**29,120**	**34,697**	**40,273**
							$ Difference			-22,421	-27,097	-31,773
							% Difference			-77.0%	-78.1%	-78.9%

Teacher Development Specialist

Descrip Observes instructional practice and provides a formative assessment of strengths and weaknesses. Works with teachers and principals by reviewing performance data and development plans. Monitors teacher efficacy in applying new skills and impact on student learning. Partners with Principals and SIOs to ensure focus is aligned to development priorities for individual teachers and across the campus. Identifies high need training topics.

Quals Bachelor's Degree and five (5) years of teaching experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Galena Park ISD	Specialist, Professional Development	Good	54,988	66,252	77,516	41.0%		215	1720	66,498	80,119	93,740
Aldine ISD	Math and Literacy Instructional Coach	Good	56,001	63,870	71,739	28.1%		187	1496	77,862	88,803	99,744
Katy ISD	Instructional Coach	Good	57,014	68,054	79,094	38.7%		192	1536	77,207	92,157	107,107
Forth Worth ISD	Specialist V –Prof. Learning & Innovation	Good	64,858	78,208	91,558	41.2%		240	1920	70,263	84,725	99,188
Average			**58,215**	**69,096**	**79,977**	**37.2%**				**72,957**	**86,451**	**99,945**
Houston ISD	Teacher Development Specialist		**58,954**	**78,115**	**97,275**	**65.0%**		**260**	**2080**	**58,954**	**78,115**	**97,275**
									$ Difference	-14,003	-8,336	-2,670
									% Difference	-23.8%	-10.7%	-2.7%

Technology Solutions Architect, Senior

Descrip | Performs leadership, analysis and design tasks related to the development of an Enterprise Architecture (EA). Analyzes enterprise business drivers to determine corresponding change requirements. Analyzes IT environment to detect critical deficiencies; recommends solutions for improvement. Analyzes technology industry and market trends; determine potential impact on the enterprise. Designs and leads implementation of an EA based on enterprise business requirements and IT strategies.

Quals | Bachelor's Degree and fifteen (15) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
City of Dallas	Information Technology Architect	Good	74,207	107,508	140,808	89.8%		260	2080	74,207	107,508	140,808
City of Houston	I Architet Infrastructure	Good	90,480	143,143	195,806	116.4%		260	2080	90,480	143,143	195,806
City of Austin, TX	IT Department Systems Architect	Good	94,578	150,134	178,214	88.4%		260	2080	94,578	150,134	178,214
Average			**86,422**	**133,595**	**171,609**	**98.2%**				**86,422**	**133,595**	**171,609**
Houston ISD	Technology Solutions Architect, Senior		**88,847**	**117,722**	**146,598**	**65.0%**		**260**	**2080**	**88,847**	**117,722**	**146,598**
						$ Difference				2,425	-15,873	-25,011
						% Difference				2.7%	-13.5%	-17.1%

Transport Mechanic, Senior

Descrip	Diagnoses vehicle repair needs using engine analyzers and other automotive diagnostic equipment. Operates all district vehicles. Performs engine tune-up and diesel fuel system adjustments and calibrations. Repairs or replaces a variety of parts and components on gasoline and diesel powered vehicles. Performs automotive sheet metal and body repairs. Dispatches service calls as required to perform maintenance work on road service calls.
Quals	High School Diploma or GED equivalent and three (3) years of experience. Requires A/C recovery and ASE Certifications. Must obtain Texas Class "B" CDL with Passenger and School Bus Endorsement within 90 days of hire date.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
City of Dallas	Senior Mechanic	Good	34,829	49,940	65,051	86.8%		260	2080	34,829	49,940	65,051
City of Houston	Mechanic II	Good	35,360	51,350	67,340	90.4%		260	2080	35,360	51,350	67,340
Harris County	Mechanic III	Good	36,861	46,629	56,398	53.0%		260	2080	36,861	46,629	56,398
Aldine ISD	Mechanic - Transportation	Good	36,966	52,408	67,850	83.5%		256	2048	37,544	53,227	68,910
Tomball ISD	Bus Mechanic Lead	Good	37,656	44,309	50,962	35.3%		240	1920	40,794	48,001	55,209
City of Austin, TX	Equipment Mechanic Senior	Good	37,960	51,979	65,998	73.9%		260	2080	37,960	51,979	65,998
Fort Bend ISD	Master Mechanic	Good	38,719	47,206	55,692	43.8%		260	2080	38,719	47,206	55,692
Klein ISD	Mechanic II	Good	39,590	47,981	56,371	42.4%		240	1920	42,890	51,979	61,069
San Antonio ISD	VM Mechanic	Good	40,685	49,067	57,450	41.2%		260	2080	40,685	49,067	57,450
Cypress-Fairbanks ISD	Master Vehicle Tech	Good	42,480	50,870	59,260	39.5%		250	2000	44,179	52,905	61,630
Forth Worth ISD	Mechanic II	Good	42,515	52,226	61,936	45.7%		245	1960	45,118	55,423	65,728
Pearland ISD	Mechanic ASE	Good	43,368	66,616	89,863	107.2%		261	2088	43,202	66,360	89,519
Galena Park ISD	Lead School Bus Technician	Good	47,757	57,512	67,267	40.9%		260	2080	47,757	57,512	67,267
Katy ISD	Mechanic, Senior	Good	51,970	61,533	71,096	36.8%		261	2088	51,771	61,298	70,824
Average			**40,480**	**52,116**	**63,752**	**58.6%**				**41,262**	**53,063**	**64,863**
Houston ISD	Transport Mechanic, Senior		**34,583**	**44,094**	**53,604**	**55.0%**		**260**	**2080**	**34,583**	**44,094**	**53,604**
							$ Difference			-6,679	-8,969	-11,259
							% Difference			-19.3%	-20.3%	-21.0%

Transportation Attendant

Descrip | Helps load and unload students from the bus. Assists in the operation of adaptive equipment. Helps maintain student discipline. Assists assigned substitute bus operator with student information and needs of each student on assigned bus route.

Quals | High School Diploma or GED equivalent. No experience required.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Pearland ISD	Bus Moniotor	Good	10,458	12,442	14,427	38.0%		178	890	24,440	29,078	33,717
Tomball ISD	Bus Attendant	Good	11,629	13,679	15,728	35.2%		177	1416	17,082	20,093	23,103
Forth Worth ISD	Bus Attendent	Good	11,847	14,225	16,602	40.1%		183	1098	22,443	26,946	31,450
Galena Park ISD	Bus Aide	Good	12,480	15,036	17,592	41.0%		179	1074	24,170	29,120	34,070
Aldine ISD	Bus Attendant	Good	14,797	22,557	30,317	104.9%		177	1416	21,736	33,134	44,533
Fort Bend ISD	Monitor Bus Spec Ed	Good	15,129	18,184	21,239	40.4%		180	1440	21,853	26,266	30,679
San Antonio ISD	Bus Monitor	Good	15,600	17,472	19,344	24.0%		260	1040	31,200	34,944	38,688
Katy ISD	Bus Attendant	Good	16,898	19,852	22,806	35.0%		175	1400	25,106	29,494	33,883
Klein ISD	Aide, Bus Attendant	Good	19,541	23,548	27,555	41.0%		177	1416	28,704	34,590	40,477
Cypress-Fairbanks ISD	Bus Attendant	Good	21,500	26,390	31,280	45.5%		250	2000	22,360	27,446	32,531
Average			**14,988**	**18,338**	**21,689**	**44.5%**				**23,909**	**29,111**	**34,313**
Houston ISD	Transport Attendant		**29,120**	**29,120**	**29,120**	**0.0%**		**260**	**2080**	**29,120**	**29,120**	**29,120**
								$ Difference		5,211	9	-5,193
								% Difference		17.9%	0.0%	-17.8%

Salary Survey Results for HOUSTON ISD, TX

Treasurer

Descrip	Directs the district banking, debt, and investment functions. Analyzes capital markets for financial risk management and investment opportunities. Initiates investment of available funds. Develops and supervises investment reporting. Formulates changes to investment policy. Manages system of daily cash and liquidity requirements. Develops and oversees cash flow forecasts and methodologies. Oversees reconciliations of bank and general ledger accounts, collateral monitoring, and payment issuance process.
Quals	Bachelor's Degree and seven (7) years of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Cypress-Fairbanks ISD	Treasurer	Good	73,685	86,688	99,690	35.3%		250	2000	76,632	90,155	103,678
Forth Worth ISD	Treasurer	Good	80,554	97,133	113,712	41.2%		240	1920	87,267	105,227	123,188
Fort Bend ISD	Treasurer	Good	83,990	103,057	122,123	45.4%		238	1904	91,754	112,583	133,412
Average			**79,410**	**95,626**	**111,842**	**40.6%**				**85,218**	**102,655**	**120,092**
Houston ISD	Treasurer		**86,315**	**114,367**	**142,420**	**65.0%**		**260**	**2080**	**86,315**	**114,367**	**142,420**
									$ Difference	1,097	11,712	22,328
									% Difference	1.3%	10.2%	15.7%

User Device Technician

Descrip | Provides technical support to employees for end user access devices. Maintains passwords, data integrity, and file system security. Writes installation scripts and programs. Installs and troubleshoots systems.
Conducts training programs designed to educate users about basic and specialized applications.

Quals | Associate's Degree and two (2) years of experience. Requires all basic certifications in area of specialty.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Galena Park ISD	Technology Specialist	Good	31,893	38,427	44,960	41.0%		226	1582	41,933	50,523	59,114
Aldine ISD	Campus Computer Technician	Good	32,634	46,267	59,899	83.5%		226	1808	37,544	53,227	68,910
Tomball ISD	Computer Technician	Good	40,933	49,322	57,711	41.0%		226	1808	47,091	56,742	66,393
City of Dallas	Information Technology Analyst	Good	41,490	60,086	78,682	89.6%		260	2080	41,490	60,086	78,682
Klein ISD	Technician II, Hardware & Application Support	Good	41,792	50,666	59,540	42.5%		235	1880	46,238	56,056	65,874
San Antonio ISD	Technician, Computer	Good	42,016	51,314	60,611	44.3%		260	2080	42,016	51,314	60,611
Fort Bend ISD	Analyst User Support	Good	42,918	52,340	61,761	43.9%		238	1904	46,885	57,178	67,470
Pearland ISD	Equipment Technician	Good	43,368	51,616	59,863	38.0%		261	2088	43,202	51,418	59,634
Forth Worth ISD	Specialist I – Customer Services	Good	43,507	52,320	61,133	40.5%		240	1920	47,133	56,680	66,227
Katy ISD	Spec Tech Support	Good	46,572	55,768	64,964	39.5%		238	1904	50,877	60,923	70,970
Cypress-Fairbanks ISD	Computer Technician II, Non-Campus Based	Good	48,580	58,190	67,800	39.6%		250	2000	50,523	60,518	70,512
Average			**41,428**	**51,483**	**61,539**	**49.4%**				**44,994**	**55,879**	**66,763**
Houston ISD	User Device Technician		**46,030**	**58,689**	**71,347**	**55.0%**		**260**	**2080**	**46,030**	**58,689**	**71,347**
							$ Difference			1,036	2,810	4,584
							% Difference			2.3%	4.8%	6.4%

Warehouser

Descrip | Receives and prepares materials for distribution to schools and facilities. Loads and unloads materials. Helps distribute and transport materials. Packs materials in appropriate containers. Conducts inventory and performs cycle counts to maintain accurate inventory levels.

Quals | High School Diploma or GED equivalent and six (6) months of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Tomball ISD	Warehouse Worker	Good	23,136	27,879	32,621	41.0%		240	1920	25,064	30,202	35,339
Galena Park ISD	Warehouse Technician I	Good	23,576	28,440	33,303	41.3%		226	1808	27,123	32,718	38,314
Katy ISD	Warehouse I	Good	25,202	29,608	34,014	35.0%		261	2088	25,106	29,494	33,883
Klein ISD	Warehouse Worker	Good	27,302	33,101	38,899	42.5%		240	1920	29,578	35,859	42,141
City of Houston	Inventory Management Clerk	Good	28,080	37,973	47,866	70.5%		260	2080	28,080	37,973	47,866
Pearland ISD	Warehouseman	Good	28,292	33,659	39,025	37.9%		261	2088	28,184	33,530	38,875
Fort Bend ISD	Support Crew Warehouse	Good	28,896	35,240	41,583	43.9%		260	2080	28,896	35,240	41,583
Forth Worth ISD	Operator –Warehouse	Good	29,933	36,759	43,584	45.6%		240	1920	32,427	39,822	47,216
San Antonio ISD	Warehouseman	Good	32,760	38,574	44,387	35.5%		260	2080	32,760	38,574	44,387
Average			**27,464**	**33,470**	**39,476**	**43.7%**				**28,580**	**34,823**	**41,067**
Houston ISD	Warehouser		**29,120**	**31,202**	**33,284**	**14.3%**		**260**	**2080**	**29,120**	**31,202**	**33,284**
								$ Difference		540	-3,621	-7,783
								% Difference		1.9%	-11.6%	-23.4%

Warehouser Driver

Descrip | Receives, sorts, and prepares materials for delivery to schools and other facilities. Delivers and picks-up packages to and from customers. Communicates with supervisor and customers to ensure proper pick-up and delivery. Works with supervisors to map most efficient routes. Conducts inventory.

Quals | High School Diploma or GED equivalent and six (6) months of experience.

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr Min	Mid	Max
Forth Worth ISD	Truck Driver – Warehouse & Textbooks	Good	24,833	30,508	36,182	45.7%		245	1960	26,353	32,375	38,397
Aldine ISD	Truck Driver - Warehouse	Good	25,145	36,535	47,925	90.6%		257	2056	25,438	36,962	48,485
Fort Bend ISD	Driver Warehouse Delivery	Good	28,896	35,240	41,583	43.9%		260	2080	28,896	35,240	41,583
Cypress-Fairbanks ISD	Delivery Driver	Good	29,100	35,720	42,340	45.5%		250	2000	30,264	37,149	44,034
Katy ISD	Warehs- AIL Courier	Good	30,234	35,788	41,342	36.7%		261	2088	30,118	35,651	41,184
San Antonio ISD	Driver (Delivery Truck)	Good	32,240	36,951	41,662	29.2%		260	2080	32,240	36,951	41,662
Harris County	Driver	Good	32,321	39,237	46,154	42.8%		260	2080	32,321	39,237	46,154
Average			**28,967**	**35,711**	**42,456**	**47.8%**				**29,376**	**36,224**	**43,071**
Houston ISD	Warehouser Driver		**29,120**	**31,202**	**33,284**	**14.3%**		**260**	**2080**	**29,120**	**31,202**	**33,284**
								$ Difference		-256	-5,022	-9,787
								% Difference		-0.9%	-16.1%	-29.4%

Web Designer

Descrip	Maintains and provides ongoing graphic, information and user-interface design of websites based on district standards. Works with developers on coding requirements, template designs, and specialized scripts to design and build websites. Translates client informational content into a functional website. Posts, formats, and archives website content. Provides quality control, functionality testing. and technical support.	
Quals	Bachelor's Degree and one (1) year of experience in graphic design, photo editing, and digital page layout.	

Respondent	MatchingTitle	Match	Reported Min	Reported Mid	Reported Max	Range Width	Actual Pay	Duty Days	Ann Hours	Compared At 2080 Hours/Yr		
										Min	Mid	Max
Fort Bend ISD	Specialist Application Support (Web)	Good	48,499	59,144	69,789	43.9%		238	2080	48,499	59,144	69,789
City of Houston	Web Designer	Good	48,880	72,072	95,264	94.9%		260	2080	48,880	72,072	95,264
City of Dallas	Web Designer	Good	50,201	72,721	95,240	89.7%		260	2080	50,201	72,721	95,240
Klein ISD	Webmaster	Good	50,954	62,139	73,323	43.9%		226	1808	58,620	71,487	84,354
Harris County	Web Applications Developer I	Good	56,966	78,403	99,840	75.3%		260	2080	56,966	78,403	99,840
San Antonio ISD	Web Administrator	Good	59,800	73,315	86,830	45.2%		230	1840	67,600	82,878	98,155
Forth Worth ISD	Coordinator III – Web Communications	Good	60,055	72,414	84,773	41.2%		240	1920	65,060	78,449	91,837
Pearland ISD	Wwebmaster	Good	63,070	75,534	87,997	39.5%		230	1840	71,297	85,386	99,475
Katy ISD	Manager Web	Good	71,136	85,194	99,253	39.5%		238	1904	77,711	93,070	108,428
Aldine ISD	Webmaster	Good	73,843	97,439	121,034	63.9%		226	1808	84,952	112,098	139,243
Average			**58,340**	**74,837**	**91,334**	**57.7%**				**62,979**	**80,571**	**98,163**
Houston ISD	Web Designer		**41,846**	**53,353**	**64,861**	**55.0%**		**260**	**2080**	**41,846**	**53,353**	**64,861**
						$ Difference				-21,133	-27,218	-33,302
						% Difference				-50.5%	-51.0%	-51.3%

SECTION 3.0
Teacher Salary Survey Summary

Houston ISD Bachelor's Degree Teacher Salary Survey Results Summary

Bachelor's Degree Teacher Comparison			
Years	Houston ISD	MARKET AVERAGE	$ DIFFERENCE	% DIFFERENCE
0	$54,369.00	$55,380.00	-$1,011.00	-1.83%
1	$54,419.00	$55,744.20	-$1,325.20	-2.38%
2	$54,444.00	$55,938.40	-$1,494.40	-2.67%
3	$54,469.00	$56,356.00	-$1,887.00	-3.35%
4	$54,631.00	$56,819.00	-$2,188.00	-3.85%
5	$55,162.00	$57,802.80	-$2,640.80	-4.57%
6	$55,692.00	$58,105.40	-$2,413.40	-4.15%
7	$57,320.00	$58,777.60	-$1,457.60	-2.48%
8	$57,590.00	$59,060.80	-$1,470.80	-2.49%
9	$57,860.00	$59,273.20	-$1,413.20	-2.38%
10	$58,685.00	$59,514.00	-$829.00	-1.39%
11	$58,957.00	$58,814.25	$142.75	0.24%
12	$59,518.00	$59,051.00	$467.00	0.79%
13	$59,792.00	$59,310.25	$481.75	0.81%
14	$60,066.00	$59,554.50	$511.50	0.86%
15	$60,341.00	$61,028.00	-$687.00	-1.13%
16	$60,615.00	$61,448.25	-$833.25	-1.36%
17	$61,183.00	$61,824.00	-$641.00	-1.04%
18	$61,734.00	$62,192.00	-$458.00	-0.74%
19	$62,286.00	$62,610.25	-$324.25	-0.52%
20	$63,708.00	$63,730.00	-$22.00	-0.03%
21	$64,153.00	$64,306.25	-$153.25	-0.24%
22	$66,518.00	$64,839.00	$1,679.00	2.59%
23	$66,657.00	$65,344.50	$1,312.50	2.01%
24	$67,102.00	$65,885.00	$1,217.00	1.85%
25	$68,628.00	$68,207.00	$421.00	0.62%
26	$69,189.00	$65,162.33	$4,026.67	6.18%
27	$70,200.00	$66,245.33	$3,954.67	5.97%
28	$71,155.00	$66,805.67	$4,349.33	6.51%
29	$71,436.00	$67,360.00	$4,076.00	6.05%
30	$72,109.00	$67,910.00	$4,199.00	6.18%

SECTION 4.0
Proposed Pay Plan by Grade

Proposed Pay Plans

Proposed Pay Plans

Houston Independent School District

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Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

101		$29,120.00	$29,120.00	$29,120.00

	30002405	Academic Tutor
	30002407	Associate Tutor
	30003219	Attendant, All Sports
	30003095	Food Service Production Attendant
	30003779	Helper, All Sports
	30003467	Intern, Licensed Specialist in School Psychology
	30002845	Maintenance Helper
	30002980	Parent Tutor-HIPPY Program
	30002442	Student Worker

102		$29,400.00	$30,576.00	$37,171.24

	30002425	Academic Tutor, Senior
	30002782	Custodian
	30002839	Fencing Repairer
	30003106	Food Service Attendant
	30002795	Grounds Worker
	30002439	Non-Instructiontional Aide
	30002645	Receptionist
	30003778	Stadium Worker
	30003856	Transport Attendant
	30003875	Transport Mechanic Helper
	30003879	Vehicle Maintenance Assistant

103		$29,726.67	$32,104.80	$39,029.80

	30002787	Custodian, Senior
	30002607	Data Entry Clerk-School
	30002790	Dispatcher
	30002621	General Clerk I
	30002922	Mailroom Attendant
	30003176	Teacher, Associate

104		$30,098.25	$33,710.04	$40,981.30

	30002914	Digital Production Technician
	30003109	Food Service Attendant TL
	30002629	General Clerk II
	30002920	Imaging Technician I
	30002990	Information Center Representative
	30002978	Lead Parent Tutor-HIPPY Program
	30003707	Security Guard
	30002433	Teaching Assistant
	30002800	Tree Pruner
	30003896	Warehouser

105		$30,513.40	$35,395.54	$43,030.36

	30002808	Associate Repairer
	30003867	Associate Transport Mechanic
	30003543	Background/Fingerprinting Technician

Code	Proposed Class Title	Ann Min	Mkt	Ann Max
Unified				
105		$30,513.40	$35,395.54	$43,030.36
30002635	General Clerk III			
30002499	Migrant Program Representative			
30003709	Security Guard TL			
30002799	Tractor Operator			
30003891	Warehouser Driver			
106		$30,971.10	$37,165.32	$45,181.88
30002803	Asbestos Abatement Worker			
30002791	Exterminator			
30002992	Information Center Representative, Senior			
30009803	Micro Bus Driver			
30003894	Parts Technician			
30002473	Special Education Employment Representative			
30003888	Truck Driver			
107		$31,470.63	$39,023.59	$47,440.97
30002812	Fire Extinguish Technician			
30003110	Food Service Attendant TL, Senior			
108		$32,137.07	$40,974.77	$49,813.02
30003000	Account/Budget Clerk			
30003861	Bus Driver			
30003868	Paint & Body Repair Technician			
30002643	Payroll Clerk			
30003766	Stadium Worker TL			
30003739	Transport Field Safety Investigator			
30003883	Transport Routing Technician			
30003878	Upholsterer			
109		$33,743.92	$43,023.50	$52,303.67
30002836	Asphalt Worker			
30002911	Bindery Operator			
30002459	Braillist			
30003865	Bus Driver, Senior			
30002837	Carpenter			
30003116	Catering Chef			
30002838	Cement Finisher			
30002993	Customer Service Representative			
30003097	Food Service Quality Control Representative			
30002841	Glazier			
30002918	Imaging Quality Assurance Technician			
30002842	Insulator			
30002847	Maintenance Repairer			
30002850	Painter			
30002852	Plasterer			
30002853	Roofer			
30002855	Sheet Metal Worker			

Proposed Pay Plans
Houston Independent School District

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Code	Proposed Class Title	Ann Min	Mkt	Ann Max
Unified				
109		$33,743.92	$43,023.50	$52,303.67
30002832	Small Engine Repairer			
30002856	Tile Setter			
30003898	Warehouser TL			
30002938	Web Press Operator			
110		$35,431.12	$45,174.68	$54,918.86
30003039	Account Representative			
30003001	Account/Budget Clerk, Senior			
30002709	Administrative Assistant			
30002802	Asbestos Abatement TL			
30009052	Asset Management Clerk			
30003595	Associate IT Customer Service Representative			
30002996	Customer Service Representative, Senior			
30002804	Hazardous Material Inspector			
30002523	Parent/Community Liaison			
30003047	Payroll Technician			
30002792	Pest Control TL			
30002785	Plant Operator			
30003696	Police Dispatcher			
30003053	ProCard Representative			
30003873	Transport Mechanic			
30002764	Vendor Representative			
30002835	Welder			
111		$37,202.68	$47,433.41	$57,664.80
30002385	Attendance Case Worker			
30003024	Benefits Representative			
30002468	Braillist TL			
30003575	Computer Operator			
30003687	Crossing Guard			
30003730	Field Safety Inspector			
30002917	Graphic Designer			
30002801	Grounds Maintenance TL			
30002813	Heavy Equipment Operator			
30003486	Human Resources Assistant			
30003521	Human Resources Business Partner Assistant			
30003487	Human Resources Representative			
30002843	Locksmith			
30002931	Press Opr,Large Form, 4 Color			
30002670	Records Center TL			
30002469	Sign Language Interpreter			
30002830	Small Engine Repairer, Senior			
30003055	Travel Services Representative			
112		$39,062.81	$49,805.08	$60,548.04
30002601	Business Operations TL			
30003577	Computer Operator, Senior			

Code	Proposed Class Title	Ann Min	Mkt	Ann Max
Unified				
112		**$39,062.81**	**$49,805.08**	**$60,548.04**
30002387	Dropout Prevent Case Worker			
30003488	Human Resources Assistant, Senior			
30002789	Plant Operator, Senior			
30003712	Police Dispatcher, Senior			
30003691	Substance Control Representative			
113		**$41,015.95**	**$52,295.34**	**$63,575.44**
30003749	Assault Leave Administrator			
30003752	Associate After School Program Specialist			
30009652	Benefits Representative, Senior			
30009727	Human Resources Business Partner Associate			
30003526	Human Resources Certification Associate			
30003112	Manager, Food Service Café			
30009777	Operations Site TL			
30002930	Plant Production TL			
30002824	Plumber			
30002950	Producer/Director			
30002798	Site Services TL			
30002833	Telecom Repairer			
30002944	Translator			
30003870	Transport Mechanic, Senior			
30002957	Writer			
114		**$43,066.75**	**$54,910.10**	**$66,754.21**
30002699	Administrative Assistant, Senior			
30003609	Associate Network Operations Control Analyst			
30003756	Athletic Trainer			
30002550	College Guidance Administrator Tm Ld			
30002697	Executive Administrative Assistant			
30003075	Finance Database Technician			
30002936	Graphic Designer, Senior			
30002919	Imaging TL			
30003663	Intermediate Application Support Representative			
30003638	Intermediate Technology Trainer			
30003601	IT Customer Service Representative			
30008479	NS Chef Trainer			
30002865	Quality Assurance Analyst			
30003874	Transport Mechanic Expert			
30003860	Transportation Reporting & Analytics Administrator			
30003880	Warranty Representative			
115		**$45,220.09**	**$57,655.61**	**$70,091.92**
30002864	DDC Controls Specialist			
30002811	Electrician			
30002400	Grants Developer			
30002827	HVAC Repairer, Senior			
30003599	Intermediate IT Customer Service Representative			

Proposed Pay Plans
Houston Independent School District

Code	Proposed Class Title	Ann Min	Mkt	Ann Max
Unified				
115		$45,220.09	$57,655.61	$70,091.92
30002763	Maintenance Planner			
30002829	Plumber, Senior			
30002953	Producer/Director, Senior			
30009776	Special Education Behavior Technician			
30002831	Telecoms Repairer, Senior			
30003877	Transport Mechanic TL			
30003645	User Device Technician			
116		$47,481.09	$60,538.39	$73,596.52
30003713	Accreditation & Special Project Manager			
30003750	After School Program Specialist			
30009726	Associate HRIS Analyst			
30003772	At Risk Program Administrator			
30003762	Athletic Trainer, Senior			
30003049	Buyer			
30003004	Central Office Business Manager			
30002986	Communications Specialist, Senior			
30002771	Compliance Representative			
30002776	Construction Services Representative			
30002826	Electrician, Senior			
30002696	Executive Administrative Assistant, Senior			
30003768	JROTC Program Administrator			
30003676	Legal Assistant, Senior			
30003694	Manager, Police Dispatch			
30003760	Manager, Stadium			
30003893	Manager, Warehouse			
30010476	Multimedia Operations Specialist, Senior			
30003806	Operations Trainer, Senior			
30002888	Partnership Liaison			
30002767	Permit and Inspection Administrator			
30002685	Student Information Representative			
30003640	Technology Trainer			
30002907	VIPS Program Administrator			
30002956	Writer, Senior			
117		$49,855.14	$63,565.31	$77,276.34
30009728	Associate Professional Standards Analyst			
30003023	Benefits Counselor			
30009328	Category Specialist			
30010001	Food Literacy Inclusion School Liaison			
30009202	HIPPY Program Specialist			
30002941	Media Relations Spclst			
30003453	Music Therapist			
30003048	Payroll Analyst, Senior			
30003700	Police Officer			
30003805	Risk Management Trainer			
30002834	Telecoms TL			

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

117		$49,855.14	$63,565.31	$77,276.34

30003872	Transport Foreman	
30003748	Unemployment Compensation Administrator	
30003747	Workers' Compensation Specialist	

118		$52,347.90	$66,743.57	$81,140.16

30003755	After School Program Specialist, Senior	
30003664	Application Support Representative	
30003456	Assistive Technology Specialist	
30003003	Associate Accountant	
30009105	Benefits Counselor, Senior	
30002410	Campus Education Technician	
30003728	Environmental Consulting TL	
30002974	Family & Commun Engagement Specialist	
30003731	Field Safety TL	
30002403	Grants Administrator	
30003733	Indoor Air Quality Inspector	
30003602	IT Customer Service Specialist, Senior	
30003769	JROTC Program Administrator TL	
30003153	Lecturer	
30002822	Master Electrician	
30002823	Master Plumber	
30003041	Medicaid Implementation Administrator	
30002505	Outreach Worker	
30003684	Policy Administration Analyst	
30003677	Public Information Assistant TL	
30009327	Purchasing Analyst	
30003059	School Business Manager	
30002476	Special Education Parent Liaison	
30002526	Student Case Worker	
30002680	Student Information Representative, Senior	
30010076	Student Records Specialist	
30003639	Technology Trainer, Senior	
30008532	Wraparound Resource Specialist	

119		$54,965.30	$70,080.75	$85,197.17

30003885	Area Manager, Transportation	
30003084	Claims Analyst, Ben Med Programs, Senior	
30002672	Compliance Analyst	
30002539	Director, School Office	
30002614	Executive Assistant to the Supt	
30009802	Facilities Services Business Manager	
30003016	Internal Auditor	
30002848	Maintenance TL	
30002942	Media Relations Specialist, Senior	
30003043	Medicaid Account Manager	
30009951	Transportation Foreman, Senior	
30003643	User Device Administrator, Senior	

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

120		$57,713.56	$73,584.79	$89,457.03
30002583	Academic Counseling Specialist, Senior			
30002997	Accountant			
30003665	Application Support Representative, Senior			
30008802	Benefits Analyst			
30002874	Document Control Administrator			
30010501	Grants Administrator, Senior			
30002515	High School Graduation Coach			
30003519	Human Resources Business Partner			
30010078	Intensive Mental Health Specialist			
30003619	Intermediate Platform Systems Administrator			
30003464	Licensed Specialist in School Psychology, Trainee			
30003122	Manager, Nutrition Services Operations			
30003501	Onboarding Program Specialist			
30003822	On-Line Training Spec (PDCS)			
30003532	Org Development Programram Specialist			
30003703	Police Sergeant			
30003502	Recruiter			
30003720	Research Specialist			
30003030	Retirement Counselor, Senior			
30003538	Selection Specialist			
30002470	Special Education Data Analyst			
30002904	Special Events/Communications Planner			
30002681	Student Information and Report Analyst			
30002687	Student Transfer Analyst			
30002662	Supplier Diversity Specialist			
121		**$60,599.24**	**$77,264.03**	**$93,929.88**
30003007	Accountant, Senior			
30002861	Area Manager, Maintenance			
30008526	Area Manager, NS Operations			
30002862	Area Manager, Operations			
30008876	Board Services TL			
30003033	Budget Analyst			
30002889	Community Relations Liaison			
30003475	Compensation Analyst			
30003477	Compensation Analyst, Senior			
30002677	Compliance Analyst, Senior			
30010528	Finance Operations Trainer, Senior			
30003554	Human Resources Operations TL			
30003480	Human Resources TL			
30003571	Intermediate Business Systems Analyst			
30002669	Manager, Student Records			
30003042	Medicaid Network Administrator			
30003611	Network Operations Control Analyst			
30000063	Registrar			
30003725	Research Specialist, Senior			
30009851	School Nutrition & Agricultural Science Area Manager			

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

121		$60,599.24	$77,264.03	$93,929.88

30002507	Special Pops Program Specialist, Senior
30003568	Specialist Business Analyst
30003603	Specialist IT Customer Service Specialist
30003060	Tax Specialist
30003796	Training and Professional Development Administrator

122		$63,629.20	$81,127.23	$98,626.38

30003781	Academic Trainer
30002509	Advanced Academics Specialst
30008926	Benefits Analyst, Senior
30009651	Benefits Support Administrator, Senior
30003036	Budget Analyst, Senior
30003565	Business Analyst
30000916	CATE, Counselor
30009329	Category Manager, Purchasing Services
30002576	College Success Advisor
30003008	Cost Accountant, Senior
30009103	CTE Advisor
30002412	CTE Program Specialist
30003125	Dietitian
30009078	Dyslexia Intervention TL
30010226	Early Literacy Reading Specialist
30010351	EIR Lead Instructional Coach
30003073	Finance Compliance Analyst, Senior
30002693	GIS Analyst
30002569	Grant Program Manager
30003586	Information Security Analyst
30003021	Internal Auditor, Senior
30003491	Investigator
30000053	Librarian
30002508	Magnet Program Specialist
30003735	Manager, Environmental Consulting
30002777	Manager, Facilities FF&E
30003090	Manager, FS Student Eligibility Operations
30002991	Manager, Information Center
30002927	Manager, Plant Production
30002668	Manager, Record and Info Management
30002943	Manager, Translation Services
30002545	Multilingual Program Specialist
30003612	Network Operations Control Analyst, Senior
30000066	Nurse
30002896	Parent Engagement Representative
30009104	Project Explore Advisor
30003631	Quality Assurance Analyst, Senior
30003555	Recruiter, Senior
30003557	Selection Specialist, Senior
30003447	Speech Therapy Assistant

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

122		$63,629.20	$81,127.23	$98,626.38
30002968	Strategic Communications Specialist			
30009151	Student Recruiter, EMERGE			
30003821	Teacher Leader Program Coordinator			
30003820	Teacher Leader Program CS TL			
30002456	UIL Program Specialist			
30002964	Web Designer			

123		$66,810.66	$85,183.59	$103,557.70
30002998	Accountant TL			
30003127	Area Manager, NS Operations, Senior			
30003567	Business Analyst, Senior			
30003019	Construction Auditor, Senior			
30002549	CTE Programram Specialist, Senior			
30009451	Ethics & Compliance Analyst			
30002415	Instructional Specialist			
30002972	Manager, External Sales & Prod Operations			
30002925	Manager, Graphic Design			
30002987	Manager, HIPPY Program			
30008512	New Teacher Coach			
30009351	Nutri & Phys Activity Education Manager			
30003074	Payroll Technology Specialist			
30003826	Prof Development Design Specialist			
30009602	Program Manager, Commun Partnership Grant (MAS)			
30008527	Research & Development Chef			
30003444	Social Worker			
30003813	Teacher Development Specialist			
30003062	Treasury Analyst, Senior			

124		$70,151.20	$89,442.77	$108,735.58
30002513	Academics Program Manager			
30003559	Applications Developer			
30003394	Assistant Principal/Dean			
30009276	Audit Manager, Educational Programrams			
30008506	Audit Manager, Support Services			
30003570	Business Systems Analyst			
30003652	Campus Instructional Technology Specialist			
30009304	Category Manager, Purchasing Services, Senior			
30008827	College & Career Readiness Advisor			
30009079	Dyslexia Interventionist			
30003669	Education Technology Specialist			
30002522	Information Analysis & Utilization Manager			
30003583	Information Modeler, Senior			
30003588	Information Security Engineer, Senior			
30003667	Instructional Technologist			
30008677	Investigator TL			
30002534	Manager, Data Quality			
30003040	Manager, Medicaid Services			

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

		124		$70,151.20	$89,442.77	$108,735.58

30002946	Manager, Multimedia	
30003100	Manager, NS Quality Assurance	
30003886	Manager, Transportation Reporting	
30003746	Manager, Workers' Compensation	
30002501	Multilingual Program TL	
30003427	Nurse Consultant	
30003836	Prof Development Operations TL	
30003854	Profess Training Specialist	
30003493	Professional Standards Analyst	
30002690	Program Manager	
30009126	Project Explore Manager	
30002480	Special Education Program Specialist	
30001178	Speech Therapist	
30009026	Student Assessment Data Specialist	
30002971	Web & Social Media Developer TL	
30002962	Web Content Administrator	

		125		$73,658.75	$93,914.91	$114,172.36

30003724	Assessment Administrator
30003759	Athletics Program Administrator
30002774	Construction Project Manager
30002394	Curriculum Specialist
30000048	Dean of Instruction Elementary School
30001199	Dean of Instruction Mddl School
30001110	Dean of Students Mddl School
30010051	E-Rate Functional Manager
30008554	IAT Manager
30002873	Logistics Manager
30003006	Manager, Accounting
30002976	Manager, Administrative Services
30003754	Manager, After School Programs
30003803	Manager, Business Operations Training
30003510	Manager, Cent Recruitment Services
30002451	Manager, College/Career Guidance
30002805	Manager, Environmental Services
30003536	Manager, Perf & Cont Improvement
30003718	Manager, Research & Account
30003737	Manager, Safety & Emergency Management
30002490	Manager, School Choice
30002465	Manager, Special Education Program
30002983	Manager, Strategic Communications
30003723	Manager, Student Assessment
30008452	Manager, Student Assistance
30002676	Manager, Student Transfer
30003815	Manager, Teacher Development
30003719	Manager, Test Materials Center Logistics
30008562	Manager, Wraparound Services

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

		$73,658.75	$93,914.91	$114,172.36
125				
30003615	Network Systems Administrator			
30009427	Social Work Manager			
30003424	Special Education Nursing Manager			
30002482	Special Education Program Specialist TL			
30000613	Specialist, Eval-Bilingual			
30000600	Specialist, Eval-ED Cert			
30009251	Student Assessment Data Specialist TL			
126		$77,341.69	$98,610.66	$119,880.98
30003562	Applications Developer, Senior			
30003419	Audiologist			
30003572	Business Systems Analyst, Senior			
30002579	College & Career Readiness Manager			
30001265	Counselor			
30002396	Curriculum Specialist TL			
30003579	Database Administrator			
30003670	Education Technology Specialist, Senior			
30010352	EIR Instructional Coaching Program Mgr			
30003129	Executive Chef			
30003422	Health & Medical Services Manager			
30000608	Licensed Specialist in School Psychology			
30002398	Manager, Curriculum			
30010151	Manager, Early Literacy Initiative			
30002494	Manager, Multilingual Program			
30003469	Manager, PBIS			
30003616	Network Systems Engineer, Senior			
30003620	Platform Systems Administrator			
30001234	Principal, Assistant Elem			
30002854	Senior Manager, Facilities Maintenance			
30003046	Senior Manager, Payroll			
30003563	Specialist, Applications Developer			
30003627	Technology Project Manager			
30003063	Treasurer			
127		$81,208.77	$103,541.19	$125,875.02
30000142	Dean of Instruction High School			
30000907	Dean of Students High School			
30003020	IT Auditor, Senior			
30009281	Lead Business Systems Analyst			
30003017	Manager, Construction Audit			
30003018	Manager, Internal Audit			
30009108	Manager, Virtual Instruction Program			
30003621	Platform Systems Administrator, Senior			
30008901	Police Captain			
30001320	Principal, Assistant Middle School			
30008555	SAP Workflow Administrator			
30010428	Senior Manage, Investigations Title IX & Background			

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Code	Proposed Class Title	Ann Min	Mkt	Ann Max

<u>Unified</u>

127		$81,208.77	$103,541.19	$125,875.02

30002584	Senior Manager, Academic & Career Counseling	
30002591	Senior Manager, Academics	
30003009	Senior Manager, Accounting	
30002937	Senior Manager, Administrative Services	
30009203	Senior Manager, ATM Project	
30003471	Senior Manager, Behavioral Intervention	
30003085	Senior Manager, Benefits Administration	
30003083	Senior Manager, Benefits Medical Programs	
30009201	Senior Manager, Benefits Support	
30003037	Senior Manager, Budgeting	
30010502	Senior Manager, Charter School Business Office	
30009551	Senior Manager, College/Career Guidance	
30009601	Senior Manager, Commun Partnership Grant (MAS)	
30003476	Senior Manager, Compensation	
30002779	Senior Manager, Construction Services	
30008076	Senior Manager, Customeromer Care & Operations	
30009077	Senior Manager, Dyslexia	
30002560	Senior Manager, EMERGE	
30008402	Senior Manager, FACE	
30002876	Senior Manager, Facilities Design	
30002679	Senior Manager, Fed & State Compliance	
30003869	Senior Manager, Fleet Operations	
30002402	Senior Manager, Grant Development	
30003544	Senior Manager, HRIS	
30003518	Senior Manager, Human Resource Business Partners	
30009378	Senior Manager, Innovation	
30003771	Senior Manager, JROTC	
30003829	Senior Manager, Leadership Development	
30008401	Senior Manager, Multilingual Programram	
30008801	Senior Manager, NS Compliance & Accountability	
30003091	Senior Manager, Nutrition Services	
30002860	Senior Manager, Operations	
30009377	Senior Manager, Postsecondary Programming	
30009653	Senior Manager, Professional Development	
30009379	Senior Manager, Project Explore	
30003846	Senior Manager, PSD Dsgn, Media,Online	
30008504	Senior Manager, Quality Assurance	
30002875	Senior Manager, Real Estate	
30003517	Senior Manager, Recruitment & Selection	
30003738	Senior Manager, Risk Management	
30009626	Senior Manager, ROSES Project	
30002527	Senior Manager, Special Education Services	
30002462	Senior Manager, Special Education Services District Wide	
30009326	Senior Manager, Student Assistance	
30002769	Senior Manager, Supp Manag&Cntrt Administrator	
30003842	Senior Manager, Teacher Development-ACP	

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

127		$81,208.77	$103,541.19	$125,875.02
30009107	Senior Manager, Technology Strategic Plannning			
30003864	Senior Manager, Transp Term & Safety			
30003866	Senior Manager, Transport Opns & Trng			
30002454	Senior Manager, UIL			
30003895	Senior Manager, Warehouse			
30009751	Senior Manager, Wraparound Services			
30008501	Special Education Manager, Accountability & Compliance			
128		$85,269.21	$108,718.25	$132,168.78
30002563	College & Career Readiness Senior Manager			
30003581	Database Administrator, Senior			
30002657	District Registrar			
30008353	Interventions Office Director			
30001344	Principal, Assistant High School			
30003617	Specialist Network Systems Engineer			
30003622	Specialist Platform Systems Administrator			
30003573	Specialist, Business Systems Analyst			
129		$89,532.67	$114,154.16	$138,777.22
30003050	General Manager, Purchasing			
30008202	IT Functional Manager			
30003605	IT Team Manager			
30003606	Manager, IT			
30003582	Specialist Database Administrator			
30003589	Specialist Inform Security Engr			
130		$94,009.31	$119,861.87	$145,716.08
30002444	Charter/Safe Schools Administrator			
30002589	Director			
30002585	Director, Counseling & Compliance			
30002580	Director, EMERGE			
30009153	Director, External Funding			
30002975	Director, Family & Community Engagement			
30002939	Press Secretary			
30003386	Principal			
30000337	Principal, ECH			
30001059	Principal, Elementary School			
30002517	School Support Officer			
131		$98,709.77	$125,854.96	$153,001.88
30002390	Academic Support Service Director			
30003692	Assistant Chief of Police			
30003002	Assistant Controller			
30003758	Athletics Director			
30008352	Director, Board Services			
30002397	Director, Curriculum			
30002595	Director, Elem Curric & Devel			

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

<u>Unified</u>

131		**$98,709.77**	**$125,854.96**	**$153,001.88**

30009127	Director, Health & Medical Services
30003128	Director, Nutrition Services
30009176	Director, Wraparound Services
30008227	General Manager, Bus Operations Strat Engmnt & Outreach
30008277	General Manager, Business Solutions
30002966	General Manager, Communications
30008480	General Manager, Customer Care & Operations
30002762	General Manager, Facil Maint & Operations
30003533	General Manager, HR Business & Financial Operations
30003482	General Manager, Human Resources
30003045	General Manager, Medicaid Finance
30008351	General Manager, Nutrition Services
30008301	General Manager, Operations
30009754	General Manager, Strategy & Innovation
30001233	Principal, Middle School
30001370	Principal, MS/ES
30003607	Senior Manager, IT

132		**$103,645.27**	**$132,147.70**	**$160,651.97**

30003025	General Manager, Benefits
30002778	General Manager, Construction
30002884	General Manager, Facil Bus Solutions
30002869	General Manager, Facilities Design
30003857	General Manager, Transport
30008226	Officer, Nutrition Services

133		**$108,827.52**	**$138,755.09**	**$168,684.56**

30003671	Assistant General Counsel
30002541	Assistant Superintendent
30003675	Deputy General Counsel
30003649	Director, Information Technology
30002588	Director, Sec Curric & Devel
30009227	Director, Special Education Compliance, Instruction & Service
30009076	Director, Student Assessment
30009154	Exec Director, Equity & Outreach
30010451	Exec Director, Special Populations
30002547	Executive Director, College Readiness
30009755	Executive Director, Counseling & Compliance
30009226	Executive Director, Innovation & Post-Sec Prg
30003807	Executive Director, Leadership Dvlpmt
30002483	Executive Director, Multilingual Programrm
30002521	Executive Director, School Choice
30002458	Executive Director, Special Education
30010301	Officer, Academic Instruction Technician
30002529	Officer, Curriculum & Instruction
30003546	Officer, Human Capital
30003839	Officer, Leadership Dev

Code	Proposed Class Title	Ann Min	Mkt	Ann Max

Unified

		$108,827.52	$138,755.09	$168,684.56
133				
30003717	Officer, Research			
30008826	Officer, Student Assessment			
30003634	Technology Solutions Architect, Senior			
134		$114,268.90	$145,692.84	$177,118.80
30003472	Director, Soc & Emotional Learning			
30001319	Principal, High School			
135		$119,982.34	$152,977.50	$185,974.73
30003076	Chief Audit Executive			
30003693	Chief of Police			
30008553	Officer, Budget & Financial Planning			
30008228	Officer, Business Logistics & Purchasing			
30008803	Officer, Special Populations			
136		$125,981.46	$160,626.38	$195,273.47
30008533	Area Superintendent			
137		$132,280.53	$168,657.69	$205,037.14
30002965	Chief Communications Officer			
138		$138,894.56	$177,090.56	$215,289.00
30008951	Chief Academic Officer			
30000928	Chief of Staff			
30003646	Chief Technology Officer			
139		$145,839.30	$185,945.09	$226,053.45
30003505	Chief Human Resources Officer			
30010251	Chief Operating Officer			
30009001	Chief Strategy & Innovation Officer			
30003005	Controller			
30003672	General Counsel			
140		$153,131.25	$195,242.36	$237,356.13
30001873	Chief Financial Officer			
30000534	Superintendent of Schools			

617 Active Proposed Classes in the Unified Pay Plan

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Code	Proposed Class Title	Ann Min	Mkt	Ann Max

617 Active Classes in Houston Independent School District

SECTION 5.0
Class Comparison Report

Class Comparison List Consolidated by Pay Grade

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade Pay Plan / Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range Min	Mkt	Max	Survey Range Min	Mkt	Max
101 Unified					**$29,120.00**	**$29,120**	**$29,120.00**			
Academic Tutor	Academic Tutor		30002405	17	$29,120	$29,120	$29,120	$0	$0	$0
Associate Tutor	Associate Tutor		30002407	15	$29,120	$29,120	$29,120			
Attendant, All Sports	Attendant, All Sports		30003219	00	$29,120	$29,120	$29,120			
Food Service Production Attendant	Food Service Production Attendant		30003095	17	$29,120	$29,120	$29,120			
Helper, All Sports	Helper, All Sports		30003779	00	$29,120	$29,120	$29,120			
Intern, Licensed Specialist in School Psychology	Intern, Licensed Specialist in School Psychology		30003467	19530	$20,742	$25,215	$0			
Maintenance Helper	Maintenance Helper		30002845	17	$29,120	$29,120	$29,120			
Parent Tutor-HIPPY Program	Parent Tutor-HIPPY Program		30002980	00	$29,120	$29,120	$29,120			
Student Worker	Student Worker		30002442	15	$29,120	$29,120	$29,120			
102 Unified					**$29,400.00**	**$30,576**	**$37,171.24**			
Academic Tutor, Senior	Academic Tutor, Senior		30002425	18	$29,120	$29,689	$30,258			
Custodian	Custodian		30002782	15	$29,120	$29,120	$29,120	$25,317	$30,613	$35,908
Custodian	Stadium Worker I		30003764	16	$29,120	$29,120	$29,120			
Fencing Repairer	Fencing Repairer		30002839	18	$29,120	$29,689	$30,258			
Food Service Attendant	Associate Substitute FS Attendant		30003105	16	$29,120	$29,120	$29,120			
Food Service Attendant	Food Service Attendant		30003106	16	$29,120	$29,120	$29,120	$25,550	$30,901	$36,252
Grounds Worker	Grounds Worker		30002795	17	$29,120	$29,120	$29,120	$26,576	$32,521	$38,466
Non-Instructiontional Aide	Non-Instructiontional Aide		30002439	15A	$29,120	$29,689	$30,258	$25,409	$31,785	$38,161
Receptionist	Receptionist		30002645	18	$29,120	$29,689	$30,258			
Stadium Worker	Stadium Worker II		30003778	17	$29,120	$29,120	$29,120			
Transport Attendant	Transport Attendant		30003856	TA	$29,120	$29,120	$29,120	$23,909	$29,111	$34,313
Transport Mechanic Helper	Transport Mechanic Helper		30003875	17	$29,120	$29,120	$29,120			
Vehicle Maintenance Assistant	Vehicle Maintenance Assistant		30003879	20A	$29,120	$32,866	$36,612			
103 Unified					**$29,726.67**	**$32,105**	**$39,029.80**			
Custodian, Senior	Custodian, Senior		30002787	16	$29,120	$29,120	$29,120			
Data Entry Clerk-School	Data Entry Clerk-School		30002607	19	$29,120	$31,202	$33,284			
Dispatcher	Dispatcher		30002790	18	$29,120	$29,689	$30,258			
General Clerk I	General Clerk I		30002621	18	$29,120	$29,689	$30,258	$27,862	$34,043	$40,224
General Clerk I	Substitute Aide/Clerk		30003509	15	$29,120	$29,120	$29,120			
Mailroom Attendant	Mailroom Attendant		30002922	18	$29,120	$29,689	$30,258			
Teacher, Associate	Teacher, Associate		30003176	00A	$29,120	$29,546	$29,972	$0	$0	$0

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	Pay Plan				Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade						
104	**Unified**				**$30,098.25**	**$33,710**	**$40,981.30**			
Digital Production Technician	Digital Production Technician		30002914	19	$29,120	$31,202	$33,284			
Food Service Attendant TL	Food Service Attendant TL 1		30003109	17	$29,120	$29,120	$29,120			
General Clerk II	General Clerk II		30002629	19	$29,120	$31,202	$33,284			
Imaging Technician I	Imaging Technician I		30002920	19	$29,120	$31,202	$33,284			
Information Center Representative	Information Center Representative		30002990	19	$29,120	$31,202	$33,284			
Lead Parent Tutor-HIPPY Program	Lead Parent Tutor-HIPPY Program		30002978	21	$29,120	$34,696	$40,273			
Security Guard	Security Guard		30003707	19	$29,120	$31,202	$33,284			
Teaching Assistant	Teaching Assistant		30002433	19	$29,120	$31,202	$33,284	$0	$0	$0
Tree Pruner	Tree Pruner		30002800	19	$29,120	$31,202	$33,284			
Warehouser	Warehouser		30003896	19	$29,120	$31,202	$33,284	$28,580	$34,823	$41,067
105	**Unified**				**$30,513.40**	**$35,396**	**$43,030.36**			
Associate Repairer	Associate Repairer		30002808	19	$29,120	$31,202	$33,284			
Associate Transport Mechanic	Associate Transport Mechanic		30003867	19	$29,120	$31,202	$33,284			
Background/Fingerprinting Technician	Background/Fingerprinting Technician		30003543	21	$29,120	$34,696	$40,273			
General Clerk III	General Clerk III		30002635	20A	$29,120	$32,866	$36,612			
Migrant Program Representative	Migrant Program Representative		30002499	21	$29,120	$34,696	$40,273			
Security Guard TL	Security Guard TL		30003709	20A	$29,120	$32,866	$36,612			
Tractor Operator	Tractor Operator		30002799	20A	$29,120	$32,866	$36,612			
Warehouser Driver	Warehouser Driver		30003891	19	$29,120	$31,202	$33,284	$29,376	$36,224	$43,071
106	**Unified**				**$30,971.10**	**$37,165**	**$45,181.88**			
Asbestos Abatement Worker	Asbestos Abatement Worker		30002803	19	$29,120	$31,202	$33,284			
Exterminator	Exterminator		30002791	21	$29,120	$34,696	$40,273			
Information Center Representative, Senior	Information Center Representative, Senior		30002992	22	$29,120	$36,715	$44,310			
Micro Bus Driver	Micro Bus Driver		30009803	00	$29,120	$29,120	$29,120			
Parts Technician	Parts Technician		30003894	21	$29,120	$34,696	$40,273			
Special Education Employment Representative	Special Education Employment Representative		30002473	20A	$29,120	$32,866	$36,612			
Truck Driver	Truck Driver		30003888	19	$29,120	$31,202	$33,284			
107	**Unified**				**$31,470.63**	**$39,024**	**$47,440.97**			
Fire Extinguish Technician	Fire Extinguish Technician		30002812	21	$29,120	$34,696	$40,273			
Food Service Attendant TL, Senior	Food Service Attendant TL 2		30003110	18	$29,120	$29,689	$30,258	$32,376	$39,776	$47,177

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	**Pay Plan**				**Min**	**Mkt**	**Max**	**Min**	**Mkt**	**Max**
Proposed Class Title	**Original Class Title**	**Working Class Title**	**Code**	**Grade**						
107	**Unified**				$31,470.63	$39,024	$47,440.97			
Food Service Attendant TL, Senior	Food Service Attendant TL 3		30003111	19	$29,120	$31,202	$33,284			
108	**Unified**				$32,137.07	$40,975	$49,813.02			
Account/Budget Clerk	Account/Budget Clerk II		30003000	20A	$29,120	$32,866	$36,612			
Bus Driver	Bus Driver		30003861	BD	$37,440	$37,440	$37,440	$34,389	$41,274	$48,158
Paint & Body Repair Technician	Paint & Body Repair Technician		30003868	21	$29,120	$34,696	$40,273			
Payroll Clerk	Payroll Clerk		30002643	20A	$29,120	$32,866	$36,612			
Stadium Worker TL	Stadium Worker TL		30003766	23	$31,439	$40,085	$48,731			
Transport Field Safety Investigator	Transport Field Safety Investigator		30003739	21	$29,120	$34,696	$40,273			
Transport Routing Technician	Transport Routing Technician		30003883	21	$29,120	$34,696	$40,273			
Upholsterer	Upholsterer		30003878	21	$29,120	$34,696	$40,273			
109	**Unified**				$33,743.92	$43,024	$52,303.67			
Asphalt Worker	Asphalt Worker		30002836	22	$29,120	$36,715	$44,310			
Bindery Operator	Bindery Operator		30002911	20A	$29,120	$32,866	$36,612			
Braillist	Braillist		30002459	20A	$29,120	$32,866	$36,612			
Bus Driver, Senior	Bus Driver, Senior		30003865	21	$29,120	$34,696	$40,273			
Carpenter	Carpenter		30002837	22	$29,120	$36,715	$44,310			
Catering Chef	Catering Chef		30003116	23	$31,439	$40,085	$48,731			
Cement Finisher	Cement Finisher		30002838	22	$29,120	$36,715	$44,310			
Customer Service Representative	Customer Service Representative		30002993	22	$29,120	$36,715	$44,310	$32,705	$43,926	$55,146
Food Service Quality Control Representative	Food Service Quality Control Representative		30003097	22	$29,120	$36,715	$44,310			
Glazier	Glazier		30002841	22	$29,120	$36,715	$44,310			
Imaging Quality Assurance Technician	Imaging Quality Assurance Technician		30002918	23	$31,439	$40,085	$48,731			
Insulator	Insulator		30002842	22	$29,120	$36,715	$44,310			
Maintenance Repairer	Maintenance Repairer		30002847	22	$29,120	$36,715	$44,310	$34,254	$42,528	$50,802
Painter	Painter		30002850	22	$29,120	$36,715	$44,310	$33,880	$42,676	$51,473
Plasterer	Plasterer		30002852	22	$29,120	$36,715	$44,310			
Roofer	Roofer		30002853	22	$29,120	$36,715	$44,310			
Sheet Metal Worker	Sheet Metal Worker		30002855	23	$31,439	$40,085	$48,731			
Small Engine Repairer	Small Engine Repairer		30002832	22	$29,120	$36,715	$44,310			
Tile Setter	Tile Setter		30002856	22	$29,120	$36,715	$44,310			
Warehouser TL	Warehouser TL		30003898	23	$31,439	$40,085	$48,731			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
						Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade							
109	**Unified**					$33,743.92	$43,024	$52,303.67			
Web Press Operator	Web Press Operator		30002938	22		$29,120	$36,715	$44,310			
110	**Unified**					$35,431.12	$45,175	$54,918.86			
Account Representative	Account Representative		30003039	23		$31,439	$40,085	$48,731			
Account/Budget Clerk, Senior	Account/Budget Clerk III		30003001	22		$29,120	$36,715	$44,310			
Administrative Assistant	Administrative Assistant		30002709	22		$29,120	$36,715	$44,310	$36,373	$45,382	$54,391
Administrative Assistant	Administrative Assistant I		30002706	19		$29,120	$31,202	$33,284			
Asbestos Abatement TL	Asbestos Abatement TL		30002802	25		$38,042	$48,503	$58,964			
Asset Management Clerk	Asset Management Clerk		30009052	23		$31,439	$40,085	$48,731			
Associate IT Customer Service Representative	Associate IT Customer Service Representative		30003595	22		$29,120	$36,715	$44,310			
Customer Service Representative, Senior	Customer Service Representative, Senior		30002996	23		$31,439	$40,085	$48,731			
Hazardous Material Inspector	Hazardous Material Inspector		30002804	22		$29,120	$36,715	$44,310			
Parent/Community Liaison	Parent/Community Liaison		30002523	24		$34,583	$44,094	$53,604			
Payroll Technician	Payroll Technician		30003047	22		$29,120	$36,715	$44,310			
Pest Control TL	Pest Control TL		30002792	24		$34,583	$44,094	$53,604			
Plant Operator	Plant Operator		30002785	19		$29,120	$31,202	$33,284	$35,415	$44,309	$53,203
Police Dispatcher	Police Dispatcher		30003696	22		$29,120	$36,715	$44,310	$35,977	$44,512	$53,048
ProCard Representative	ProCard Representative		30003053	22		$29,120	$36,715	$44,310			
Transport Mechanic	Transport Mechanic		30003873	21		$29,120	$34,696	$40,273			
Vendor Representative	Vendor Representative		30002764	24		$34,583	$44,094	$53,604			
Welder	Welder		30002835	22		$29,120	$36,715	$44,310			
111	**Unified**					$37,202.68	$47,433	$57,664.80			
Attendance Case Worker	Attendance Case Worker		30002385	24		$34,583	$44,094	$53,604			
Benefits Representative	Benefits Representative		30003024	23		$31,439	$40,085	$48,731			
Braillist TL	Braillist TL		30002468	24		$34,583	$44,094	$53,604			
Computer Operator	Computer Operator		30003575	23		$31,439	$40,085	$48,731			
Crossing Guard	Crossing Guard		30003687	00B		$38,084	$38,084	$38,084	$23,428	$28,267	$33,107
Field Safety Inspector	Field Safety Inspector		30003730	23		$31,439	$40,085	$48,731			
Graphic Designer	Graphic Designer		30002917	24		$34,583	$44,094	$53,604			
Grounds Maintenance TL	Grounds Maintenance TL		30002801	25		$38,042	$48,503	$58,964			
Heavy Equipment Operator	Heavy Equipment Operator		30002813	23		$31,439	$40,085	$48,731			
Human Resources Assistant	Human Resources Assistant		30003486	24		$34,583	$44,094	$53,604			
Human Resources Business Partner Assistant	Human Resources Business Partner Assistant		30003521	24		$34,583	$44,094	$53,604			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
						Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	**Original Class Title**	**Working Class Title**	**Code**	**Grade**							
111	**Unified**					$37,202.68	$47,433	$57,664.80			
Human Resources Representative	Human Resources Representative		30003487	24		$34,583	$44,094	$53,604			
Locksmith	Locksmith		30002843	22		$29,120	$36,715	$44,310	$39,125	$48,481	$57,837
Press Opr,Large Form, 4 Color	Press Opr,Large Form, 4 Color		30002931	23		$31,439	$40,085	$48,731			
Records Center TL	Records Center TL		30002670	24		$34,583	$44,094	$53,604			
Sign Language Interpreter	Sign Language Interpreter		30002469	24		$34,583	$44,094	$53,604			
Small Engine Repairer, Senior	Small Engine Repairer, Senior		30002830	22		$29,120	$36,715	$44,310			
Travel Services Representative	Travel Services Representative		30003055	23		$31,439	$40,085	$48,731			
112	**Unified**					$39,062.81	$49,805	$60,548.04			
Business Operations TL	Business Operations TL		30002601	25		$38,042	$48,503	$58,964			
Computer Operator, Senior	Computer Operator, Senior		30003577	25		$38,042	$48,503	$58,964			
Dropout Prevent Case Worker	Dropout Prevent Case Worker		30002387	25		$38,042	$48,503	$58,964			
Human Resources Assistant, Senior	Human Resources Assistant, Senior		30003488	25		$38,042	$48,503	$58,964			
Plant Operator, Senior	Plant Operator, Senior		30002789	21		$29,120	$34,696	$40,273			
Police Dispatcher, Senior	Police Dispatcher, Senior		30003712	23		$31,439	$40,085	$48,731			
Substance Control Representative	Substance Control Representative		30003691	21		$29,120	$34,696	$40,273			
113	**Unified**					$41,015.95	$52,295	$63,575.44			
Assault Leave Administrator	Assault Leave Administrator		30003749	24		$34,583	$44,094	$53,604			
Associate After School Program Specialist	Associate After School Program Specialist		30003752	26		$41,846	$53,353	$64,861			
Benefits Representative, Senior	Benefits Representative, Senior		30009652	24		$34,583	$44,094	$53,604			
Human Resources Business Partner Associate	Human Resources Business Partner Associate		30009727	26		$41,846	$53,353	$64,861	$41,187	$52,865	$64,542
Human Resources Certification Associate	Human Resources Certification Associate		30003526	25		$38,042	$48,503	$58,964			
Manager, Food Service Café	Manager, Food Service Café		30003112	24		$34,583	$44,094	$53,604	$43,028	$51,950	$60,872
Operations Site TL	Operations Site TL		30009777	25		$38,042	$48,503	$58,964			
Plant Production TL	Plant Production TL		30002930	25		$38,042	$48,503	$58,964			
Plumber	Plumber		30002824	24		$34,583	$44,094	$53,604	$40,987	$51,947	$62,906
Producer/Director	Producer/Director		30002950	25		$38,042	$48,503	$58,964			
Site Services TL	Site Services TL		30002798	25		$38,042	$48,503	$58,964			
Telecom Repairer	Telecom Repairer		30002833	24		$34,583	$44,094	$53,604			
Translator	Translator		30002944	25		$38,042	$48,503	$58,964			
Transport Mechanic, Senior	Transport Mechanic, Senior		30003870	24		$34,583	$44,094	$53,604	$41,262	$53,063	$64,863

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
						Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade							
113	**Unified**					$41,015.95	$52,295	$63,575.44			
Writer	Writer		30002957	25		$38,042	$48,503	$58,964			
114	**Unified**					$43,066.75	$54,910	$66,754.21			
Administrative Assistant, Senior	Administrative Assistant		30002709	22		$29,120	$36,715	$44,310	$36,373	$45,382	$54,391
Administrative Assistant, Senior	Administrative Assistant, HS		30002717	24		$34,583	$44,094	$53,604			
Administrative Assistant, Senior	Administrative Assistant, MS		30002714	23		$31,439	$40,085	$48,731			
Administrative Assistant, Senior	Administrative Assistant, Senior		30002699	23		$31,439	$40,085	$48,731	$44,182	$54,910	$65,639
Associate Network Operations Control Analyst	Associate Network Operations Control Analyst		30003609	IT-05		$35,598	$45,387	$55,176			
Athletic Trainer	Athletic Trainer		30003756	26		$41,846	$53,353	$64,861			
College Guidance Administrator Tm Ld	College Guidance Administrator Tm Ld		30002550	25		$38,042	$48,503	$58,964			
Executive Administrative Assistant	Executive Administrative Assistant		30002697	25		$38,042	$48,503	$58,964			
Finance Database Technician	Finance Database Technician		30003075	23		$31,439	$40,085	$48,731			
Graphic Designer, Senior	Graphic Designer, Senior		30002936	26		$41,846	$53,353	$64,861			
Imaging TL	Imaging TL		30002919	26		$41,846	$53,353	$64,861			
Intermediate Application Support Representative	Intermediate Application Support Representative		30003663	26		$41,846	$53,353	$64,861			
Intermediate Technology Trainer	Intermediate Technology Trainer		30003638	26		$41,846	$53,353	$64,861			
IT Customer Service Representative	IT Customer Service Representative		30003601	26		$41,846	$53,353	$64,861			
NS Chef Trainer	NS Chef Trainer		30008479	26		$41,846	$53,353	$64,861			
Quality Assurance Analyst	Quality Assurance Analyst		30002865	26		$41,846	$53,353	$64,861			
Transport Mechanic Expert	Transport Mechanic Expert		30003874	25		$38,042	$48,503	$58,964			
Transportation Reporting & Analytics Administrator	Transportation Reporting & Analytics Administrator		30003860	26		$41,846	$53,353	$64,861			
Warranty Representative	Warranty Representative		30003880	26		$41,846	$53,353	$64,861			
115	**Unified**					$45,220.09	$57,656	$70,091.92			
DDC Controls Specialist	DDC Controls Specialist		30002864	26		$41,846	$53,353	$64,861			
Electrician	Electrician		30002811	25		$38,042	$48,503	$58,964	$43,546	$55,880	$68,215
Grants Developer	Grants Developer		30002400	26		$41,846	$53,353	$64,861			
HVAC Repairer, Senior	HVAC Repairer, Senior		30002827	26		$41,846	$53,353	$64,861	$46,749	$58,668	$70,587
Intermediate IT Customer Service Representative	Intermediate IT Customer Service Representative		30003599	24		$34,583	$44,094	$53,604	$45,843	$56,381	$66,918
Maintenance Planner	Maintenance Planner		30002763	24		$34,583	$44,094	$53,604			
Plumber, Senior	Plumber, Senior		30002829	26		$41,846	$53,353	$64,861			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	Pay Plan				Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade						
115	**Unified**				$45,220.09	$57,656	$70,091.92			
Producer/Director, Senior	Producer/Director, Senior		30002953	27	$46,030	$58,689	$71,347			
Special Education Behavior Technician	Special Education Behavior Techniciannician		30009776	26	$41,846	$53,353	$64,861			
Telecoms Repairer, Senior	Telecoms Repairer, Senior		30002831	26	$41,846	$53,353	$64,861			
Transport Mechanic TL	Transport Mechanic TL		30003877	26	$41,846	$53,353	$64,861			
User Device Technician	User Device Technician		30003645	27	$46,030	$58,689	$71,347	$44,994	$55,879	$66,763
116	**Unified**				$47,481.09	$60,538	$73,596.52			
Accreditation & Special Project Manager	Accreditation & Special Project Manager		30003713	27	$46,030	$58,689	$71,347			
After School Program Specialist	After School Program Specialist		30003750	27	$46,030	$58,689	$71,347			
Associate HRIS Analyst	Associate HRIS Analyst		30009726	27	$46,030	$58,689	$71,347			
At Risk Program Administrator	At Risk Program Administrator		30003772	27	$46,030	$58,689	$71,347			
Athletic Trainer, Senior	Athletic Trainer, Senior		30003762	27	$46,030	$58,689	$71,347			
Buyer	Buyer		30003049	26	$41,846	$53,353	$64,861			
Central Office Business Manager	Central Office Business Manager		30003004	27	$46,030	$58,689	$71,347			
Communications Specialist, Senior	Communications Specialist, Senior		30002986	27	$46,030	$58,689	$71,347			
Compliance Representative	Compliance Representative		30002771	26A	$46,030	$58,689	$71,347			
Compliance Representative	Compliance Representative		30003065	26A	$46,030	$58,689	$71,347			
Construction Services Representative	Construction Services Representative		30002776	27	$46,030	$58,689	$71,347			
Electrician, Senior	Electrician, Senior		30002826	26	$41,846	$53,353	$64,861	$55,689	$71,208	$86,726
Executive Administrative Assistant, Senior	Executive Administrative Assistant, Senior		30002696	27	$46,030	$58,689	$71,347	$47,822	$59,935	$72,048
JROTC Program Administrator	JROTC Program Administrator		30003768	27	$46,030	$58,689	$71,347			
Legal Assistant, Senior	Legal Assistant, Senior		30003676	27	$46,030	$58,689	$71,347			
Manager, Police Dispatch	Manager, Police Dispatch		30003694	27	$46,030	$58,689	$71,347	$48,048	$57,713	$67,378
Manager, Stadium	Manager, Stadium		30003760	27	$46,030	$58,689	$71,347			
Manager, Warehouse	Manager, Warehouse		30003893	27	$46,030	$58,689	$71,347			
Multimedia Operations Specialist, Senior	Multimedia Operations Specialist, Senior		30010476	27	$46,030	$58,689	$71,347			
Operations Trainer, Senior	Operations Trainer, Senior		30003806	27	$46,030	$58,689	$71,347			
Partnership Liaison	Partnership Liaison		30002888	27	$46,030	$58,689	$71,347			
Permit and Inspection Administrator	Permit and Inspection Administrator		30002767	27	$46,030	$58,689	$71,347			
Student Information Representative	Student Information Representative		30002685	21	$29,120	$34,696	$40,273	$51,541	$61,793	$72,046

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
						Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade							
116	**Unified**					**$47,481.09**	**$60,538**	**$73,596.52**			
Technology Trainer	Technology Trainer		30003640	27		$46,030	$58,689	$71,347			
VIPS Program Administrator	VIPS Program Administrator		30002907	27		$46,030	$58,689	$71,347			
Writer, Senior	Writer, Senior		30002956	27		$46,030	$58,689	$71,347			
117	**Unified**					**$49,855.14**	**$63,565**	**$77,276.34**			
Associate Professional Standards Analyst	Associate Professional Standards Analyst		30009728	27		$46,030	$58,689	$71,347			
Benefits Counselor	Benefits Counselor		30003023	25		$38,042	$48,503	$58,964	$49,854	$63,240	$76,627
Category Specialist	Category Specialist		30009328	29		$53,595	$71,013	$88,432	$47,955	$59,526	$71,098
Food Literacy Inclusion School Liaison	Food Literacy Inclusion School Liaison		30010001	26		$41,846	$53,353	$64,861			
HIPPY Program Specialist	HIPPY Program Specialist		30009202	27		$46,030	$58,689	$71,347			
Media Relations Spclst	Media Relations Spclst		30002941	27		$46,030	$58,689	$71,347			
Music Therapist	Music Therapist		30003453	27		$46,030	$58,689	$71,347			
Payroll Analyst, Senior	Payroll Analyst, Senior		30003048	28		$48,723	$64,557	$80,392	$50,666	$63,307	$75,949
Police Officer	Police Officer		30003700	25		$38,042	$48,503	$58,964	$49,499	$60,274	$71,049
Risk Management Trainer	Risk Management Trainer		30003805	27		$46,030	$58,689	$71,347			
Telecoms TL	Telecoms TL		30002834	27		$46,030	$58,689	$71,347			
Transport Foreman	Transport Foreman		30003872	27		$46,030	$58,689	$71,347			
Unemployment Compensation Administrator	Unemployment Compensation Administrator		30003748	26		$41,846	$53,353	$64,861			
Workers' Compensation Specialist	Workers' Compensation Specialist		30003747	26		$41,846	$53,353	$64,861			
118	**Unified**					**$52,347.90**	**$66,744**	**$81,140.16**			
After School Program Specialist, Senior	Administrative Assistant		30002709	22		$29,120	$36,715	$44,310	$36,373	$45,382	$54,391
After School Program Specialist, Senior	After School Program Specialist, Senior		30003755	28		$48,723	$64,557	$80,392			
Application Support Representative	Application Support Representative		30003664	28		$48,723	$64,557	$80,392			
Assistive Technology Specialist	Assistive Technology Specialist		30003456	28		$48,723	$64,557	$80,392	$81,674	$97,814	$113,954
Associate Accountant	Associate Accountant		30003003	25		$38,042	$48,503	$58,964			
Benefits Counselor, Senior	Benefits Counselor, Senior		30009105	26		$41,846	$53,353	$64,861			
Campus Education Technician	Campus Education Technician		30002410	28		$48,723	$64,557	$80,392			
Environmental Consulting TL	Environmental Consulting TL		30003728	26		$41,846	$53,353	$64,861			
Family & Commun Engagement Specialist	Family & Commun Engagement Specialist		30002974	27		$46,030	$58,689	$71,347			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	Pay Plan				Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade						
118	**Unified**				$52,347.90	$66,744	$81,140.16			
Field Safety TL	Field Safety TL		30003731	28	$48,723	$64,557	$80,392			
Grants Administrator	Grants Administrator		30002403	28	$48,723	$64,557	$80,392			
Indoor Air Quality Inspector	Indoor Air Quality Inspector		30003733	25	$38,042	$48,503	$58,964			
IT Customer Service Specialist, Senior	IT Customer Service Specialist, Senior		30003602	28	$48,723	$64,557	$80,392			
JROTC Program Administrator TL	JROTC Program Administrator TL		30003769	28	$48,723	$64,557	$80,392			
Lecturer	Lecturer		30003153	00C	$51,667	$51,667	$51,667			
Master Electrician	Master Electrician		30002822	28	$48,723	$64,557	$80,392	$53,239	$67,313	$81,388
Master Plumber	Master Plumber		30002823	28	$48,723	$64,557	$80,392	$53,916	$66,433	$78,951
Medicaid Implementation Administrator	Medicaid Implementation Administrator		30003041	27	$46,030	$58,689	$71,347			
Outreach Worker	Outreach Worker		30002505	26	$41,846	$53,353	$64,861			
Policy Administration Analyst	Policy Administration Analyst		30003684	26	$41,846	$53,353	$64,861			
Public Information Assistant TL	Public Information Assistant TL		30003677	26	$41,846	$53,353	$64,861			
Purchasing Analyst	Purchasing Analyst		30009327	28	$48,723	$64,557	$80,392			
School Business Manager	School Business Manager		30003059	28	$48,723	$64,557	$80,392	$52,093	$63,529	$74,964
Special Education Parent Liaison	Special Education Parent		30002476	27	$46,030	$58,689	$71,347			
Student Case Worker	Student Case Worker		30002526	25	$38,042	$48,503	$58,964			
Student Information Representative, Senior	Student Information Representative, Senior		30002680	23	$31,439	$40,085	$48,731			
Student Records Specialist	Student Records Specialist		30010076	28	$48,723	$64,557	$80,392			
Technology Trainer, Senior	Technology Trainer, Senior		30003639	28	$48,723	$64,557	$80,392			
Wraparound Resource Specialist	Wraparound Resource Specialist		30008532	27	$46,030	$58,689	$71,347			
119	**Unified**				$54,965.30	$70,081	$85,197.17			
Area Manager, Transportation	Area Manager, Transportation		30003885	26	$41,846	$53,353	$64,861			
Claims Analyst, Ben Med Programs, Senior	Claims Analyst, Ben Med Programs, Senior		30003084	29	$53,595	$71,013	$88,432			
Compliance Analyst	Compliance Analyst		30002672	29	$53,595	$71,013	$88,432	$54,983	$66,172	$77,362
Director, School Office	Director, School Office		30002539	33	$78,468	$103,970	$129,473	$58,620	$71,487	$84,354
Executive Assistant to the Supt	Executive Assistant to the Supt		30002614	28	$48,723	$64,557	$80,392			
Facilities Services Business Manager	Facilities Services Business Manager		30009802	28	$48,723	$64,557	$80,392			
Internal Auditor	Internal Auditor		30003016	27	$46,030	$58,689	$71,347	$53,724	$69,510	$85,296
Maintenance TL	Maintenance TL		30002848	27	$46,030	$58,689	$71,347			
Media Relations Specialist, Senior	Media Relations Specialist, Senior		30002942	29	$53,595	$71,013	$88,432	$66,326	$83,676	$101,026

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	**Pay Plan**				**Min**	**Mkt**	**Max**	**Min**	**Mkt**	**Max**
Proposed Class Title	*Original Class Title*	*Working Class Title*	*Code*	*Grade*						
119	**Unified**				$54,965.30	$70,081	$85,197.17			
Medicaid Account Manager	Medicaid Account Manager		30003043	28	$48,723	$64,557	$80,392			
Transportation Foreman, Senior	Transportation Foreman, Senior		30009951	28	$48,723	$64,557	$80,392			
User Device Administrator, Senior	User Device Administrator, Senior		30003643	28	$48,723	$64,557	$80,392			
120	**Unified**				$57,713.56	$73,585	$89,457.03			
Academic Counseling Specialist, Senior	Academic Counseling Specialist, Senior		30002583	29	$53,595	$71,013	$88,432			
Accountant	Accountant		30002997	27	$46,030	$58,689	$71,347	$55,792	$71,467	$87,142
Application Support Representative, Senior	Application Support Representative, Senior		30003665	IT-11	$60,684	$80,406	$100,128			
Benefits Analyst	Benefits Analyst		30008802	28	$48,723	$64,557	$80,392			
Document Control Administrator	Document Control Administratoristrator		30002874	28	$48,723	$64,557	$80,392			
Grants Administrator, Senior	Grants Administrator, Senior		30010501	29	$53,595	$71,013	$88,432			
High School Graduation Coach	High School Graduation Coach		30002515	29	$53,595	$71,013	$88,432			
High School Graduation Coach	High School Graduation Coach, Ttl1		30002537	29	$53,595	$71,013	$88,432			
Human Resources Business	Human Resources Business Partner		30003519	29	$53,595	$71,013	$88,432	$55,798	$73,319	$90,841
Intensive Mental Health Specialist	Intensive Mental Health Specialist		30010078	29	$53,595	$71,013	$88,432			
Intermediate Platform Systems Administrator	Intermediate Platform Systems Administrator		30003619	IT-09	$50,152	$66,451	$82,751			
Licensed Specialist in School Psychology, Trainee	Licensed Specialist in School Psychology, Trainee		30003464	#5	$68,243	$79,763	$91,284			
Manager, Nutrition Services Operations	Manager, Nutrition Services Operations		30003122	27	$46,030	$58,689	$71,347	$62,209	$74,848	$87,487
Onboarding Program Specialist	Onboarding Program Specialist		30003501	28	$48,723	$64,557	$80,392			
On-Line Training Spec (PDCS)	On-Line Training Spec (PDCS)		30003822	28	$48,723	$64,557	$80,392			
Org Development Programram Specialist	Org Development Programram Specialist		30003532	28	$48,723	$64,557	$80,392			
Police Sergeant	Police Sergeant		30003703	28	$48,723	$64,557	$80,392	$66,856	$77,357	$87,858
Recruiter	Recruiter		30003502	27	$46,030	$58,689	$71,347			
Research Specialist	Research Specialist		30003720	28	$48,723	$64,557	$80,392			
Retirement Counselor, Senior	Retirement Counselor, Senior		30003030	28	$48,723	$64,557	$80,392	$0	$0	$0
Selection Specialist	Selection Specialist		30003538	27	$46,030	$58,689	$71,347			
Special Education Data Analyst	Special Education Data Analyst		30002470	27	$46,030	$58,689	$71,347			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	Pay Plan				Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade						
120	**Unified**				**$57,713.56**	**$73,585**	**$89,457.03**			
Special Events/Communications Planner	Special Events/Communications Planner		30002904	28	$48,723	$64,557	$80,392			
Student Information and Report Analyst	Student Information and Report Analyst		30002681	27	$46,030	$58,689	$71,347			
Student Transfer Analyst	Student Transfer Analyst		30002687	27	$46,030	$58,689	$71,347			
Supplier Diversity Specialist	Supplier Diversity Specialist		30002662	27	$46,030	$58,689	$71,347			
121	**Unified**				**$60,599.24**	**$77,264**	**$93,929.88**			
Accountant, Senior	Accountant, Senior		30003007	28	$48,723	$64,557	$80,392			
Accountant, Senior	Cost Accountant, Senior		30003008	29	$53,595	$71,013	$88,432			
Area Manager, Maintenance	Area Manager, Maintenance		30002861	30	$58,954	$78,115	$97,275	$60,823	$76,512	$92,201
Area Manager, NS Operations	Area Manager, NS Operations		30008526	29	$53,595	$71,013	$88,432			
Area Manager, Operations	Area Manager, Operations		30002862	30	$58,954	$78,115	$97,275			
Board Services TL	Board Services TL		30008876	29	$53,595	$71,013	$88,432			
Budget Analyst	Budget Analyst		30003033	28	$48,723	$64,557	$80,392			
Community Relations Liaison	Community Relations Liaison		30002889	30	$58,954	$78,115	$97,275			
Compensation Analyst	Compensation Analyst		30003475	27	$46,030	$58,689	$71,347	$58,466	$75,724	$92,982
Compensation Analyst, Senior	Compensation Analyst, Senior		30003477	29	$53,595	$71,013	$88,432			
Compliance Analyst, Senior	Compliance Analyst, Senior		30002677	30	$58,954	$78,115	$97,275			
Finance Operations Trainer, Senior	Finance Operations Trainer, Senior		30010528	30	$58,954	$78,115	$97,275			
Human Resources Operations TL	Human Resources Operations TL		30003554	27	$46,030	$58,689	$71,347			
Human Resources TL	Human Resources TL		30003480	26	$41,846	$53,353	$64,861			
Intermediate Business Systems Analyst	Intermediate Business Systems Analyst		30003571	IT-10	$55,167	$73,096	$91,026			
Manager, Student Records	Manager, Student Records		30002669	30	$58,954	$78,115	$97,275	$66,066	$79,762	$93,459
Medicaid Network Administrator	Medicaid Network Administrator		30003042	28	$48,723	$64,557	$80,392			
Network Operations Control Analyst	Network Operations Control Analyst		30003611	IT-07	$43,073	$54,918	$66,764	$60,214	$76,194	$92,174
Registrar	Registrar		30000063	#2	$65,242	$76,763	$88,284			
Research Specialist, Senior	Research Specialist, Senior		30003725	29	$53,595	$71,013	$88,432			
School Nutrition & Agricultural Science Area Manager	School Nutrition & Agricultural Science Area Manager		30009851	29	$53,595	$71,013	$88,432			
Special Pops Program Specialist, Senior	Special Pops Program Specialist, Senior		30002507	29	$53,595	$71,013	$88,432			
Specialist Business Analyst	Specialist Business Analyst		30003568	28	$48,723	$64,557	$80,392			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
						Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	**Original Class Title**	**Working Class Title**	**Code**	**Grade**							
121	**Unified**					$60,599.24	$77,264	$93,929.88			
Specialist IT Customer Service Specialist	Specialist IT Customer Service Specialist		30003603	30		$58,954	$78,115	$97,275			
Tax Specialist	Tax Specialist		30003060	28		$48,723	$64,557	$80,392			
Training and Professional Development Administrator	Training and Professional Development Administrator		30003796	28		$48,723	$64,557	$80,392			
122	**Unified**					$63,629.20	$81,127	$98,626.38			
Academic Trainer	Academic Trainer		30003781	28		$48,723	$64,557	$80,392			
Advanced Academics Specialst	Advanced Academics Specialst		30002509	28		$48,723	$64,557	$80,392			
Benefits Analyst, Senior	Benefits Analyst, Senior		30008926	29		$53,595	$71,013	$88,432			
Benefits Support Administrator, Senior	Benefits Support Administrator, Senior		30009651	29		$53,595	$71,013	$88,432			
Budget Analyst, Senior	Budget Analyst, Senior		30003036	29		$53,595	$71,013	$88,432	$63,044	$80,343	$97,641
Business Analyst	Business Analyst		30003565	24		$34,583	$44,094	$53,604	$62,921	$83,212	$103,503
CATE, Counselor	CATE, Counselor		30000916	#3		$66,242	$77,763	$89,284			
Category Manager, Purchasing Services	Category Manager, Purchasing Services		30009329	30		$58,954	$78,115	$97,275			
College Success Advisor											
Cost Accountant, Senior											
CTE Advisor	CTE Advisor		30009103	28		$48,723	$64,557	$80,392			
CTE Program Specialist	CTE Program Specialist		30002412	28		$48,723	$64,557	$80,392			
Dietitian	Dietitian		30003125	28		$48,723	$64,557	$80,392			
Dyslexia Intervention TL	Dyslexia Intervention TL		30009078	30		$58,954	$78,115	$97,275			
Early Literacy Reading Specialist	Early Literacy Reading Specialist		30010226	30		$58,954	$78,115	$97,275			
EIR Lead Instructional Coach	EIR Lead Instructional Coach		30010351	30		$58,954	$78,115	$97,275			
Finance Compliance Analyst, Senior	Finance Compliance Analyst, Senior		30003073	30		$58,954	$78,115	$97,275			
GIS Analyst	GIS Analyst		30002693	30		$58,954	$78,115	$97,275			
Grant Program Manager	Grant Program Manager		30002569	30		$58,954	$78,115	$97,275			
Information Security Analyst	Information Security Analyst		30003586	IT-12		$66,752	$88,447	$110,141			
Internal Auditor, Senior	Internal Auditor, Senior		30003021	30		$58,954	$78,115	$97,275			
Investigator	Investigator		30003491	28		$48,723	$64,557	$80,392	$66,747	$80,204	$93,660
Librarian											
Magnet Program Specialist	Magnet Programram Specialist		30002508	28		$48,723	$64,557	$80,392			
Manager, Environmental Consulting	Manager, Environmental Consulting		30003735	28		$48,723	$64,557	$80,392			
Manager, Facilities FF&E	Manager, Facilities FF&E		30002777	28		$48,723	$64,557	$80,392			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	Pay Plan				Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	**Original Class Title**	**Working Class Title**	**Code**	**Grade**						
122	**Unified**				**$63,629.20**	**$81,127**	**$98,626.38**			
Manager, FS Student Eligibility Operations	Manager, FS Student Eligibility Operations		30003090	28	$48,723	$64,557	$80,392			
Manager, Information Center	Manager, Information Center		30002991	28	$48,723	$64,557	$80,392			
Manager, Plant Production	Manager, Plant Production		30002927	28	$48,723	$64,557	$80,392			
Manager, Record and Info Management	Manager, Record and Info Management		30002668	28	$48,723	$64,557	$80,392			
Manager, Translation Services	Manager, Translation Services		30002943	28	$48,723	$64,557	$80,392			
Multilingual Program Specialist	Multilingual Program Specialist		30002545	28	$48,723	$64,557	$80,392			
Network Operations Control Analyst, Senior	Network Operations Control Analyst, Senior		30003612	IT-10	$55,167	$73,096	$91,026			
Nurse	Nurse		30000066	#2	$65,242	$76,763	$88,284	$66,729	$81,045	$95,361
Parent Engagement Representative	Parent Engagement Representative		30002896	20A	$29,120	$32,866	$36,612	$61,616	$75,385	$89,153
Project Explore Advisor	Project Explore Advisor		30009104	27	$46,030	$58,689	$71,347			
Quality Assurance Analyst, Senior	Quality Assurance Analyst, Senior		30003631	30	$58,954	$78,115	$97,275			
Recruiter, Senior	Recruiter, Senior		30003555	30	$58,954	$78,115	$97,275			
Selection Specialist, Senior	Selection Specialist, Senior		30003557	30	$58,954	$78,115	$97,275			
Speech Therapy Assistant	Speech Therapy Assistant		30003447	26	$41,846	$53,353	$64,861	$64,931	$78,989	$93,047
Strategic Communications Specialist	Strategic Communications Specialist		30002968	29	$53,595	$71,013	$88,432			
Student Recruiter, EMERGE	Student Recruiter, EMERGE		30009151	27	$46,030	$58,689	$71,347			
Teacher Leader Program Coordinator	Teacher Leader Program Coordinator		30003821	29	$53,595	$71,013	$88,432			
Teacher Leader Program CS TL	Teacher Leader Program CS TL		30003820	29	$53,595	$71,013	$88,432			
UIL Program Specialist	UIL Program Specialist		30002456	28	$48,723	$64,557	$80,392			
Web Designer	Web Designer		30002964	26	$41,846	$53,353	$64,861	$62,979	$80,571	$98,163
123	**Unified**				**$66,810.66**	**$85,184**	**$103,557.70**			
Accountant TL	Accountant TL		30002998	29	$53,595	$71,013	$88,432			
Area Manager, NS Operations, Senior	Area Manager, NS Operations, Senior		30003127	31	$64,850	$85,926	$107,002			
Business Analyst, Senior	Business Analyst, Senior		30003567	26	$41,846	$53,353	$64,861			
Construction Auditor, Senior	Construction Auditor, Senior		30003019	30	$58,954	$78,115	$97,275			
CTE Programram Specialist, Senior	CTE Programram Specialist, Senior		30002549	29	$53,595	$71,013	$88,432			
Ethics & Compliance Analyst	Ethics & Compliance Analyst		30009451	27	$46,030	$58,689	$71,347	$72,003	$86,455	$100,907
Instructional Specialist	Instructional Specialist		30002415	28	$48,723	$64,557	$80,392	$70,095	$83,995	$97,895

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade Pay Plan					Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade						
123 Unified					$66,810.66	$85,184	$103,557.70			
Manager, External Sales & Prod Operations	Manager, External Sales & Prod Operations		30002972	29	$53,595	$71,013	$88,432			
Manager, Graphic Design	Manager, Graphic Design		30002925	29	$53,595	$71,013	$88,432			
Manager, HIPPY Program	Manager, HIPPY Programram		30002987	29	$53,595	$71,013	$88,432			
New Teacher Coach	New Teacher Coach		30008512	30	$58,954	$78,115	$97,275			
Nutri & Phys Activity Education Manager	Nutri & Phys Activity Education Manager		30009351	29	$53,595	$71,013	$88,432			
Payroll Technology Specialist	Payroll Technology Specialist		30003074	30	$58,954	$78,115	$97,275			
Prof Development Design Specialist	Prof Development Design Specialist		30003826	28	$48,723	$64,557	$80,392			
Program Manager, Commun Partnership Grant (MAS)	Program Manager, Commun Partnership Grant (MAS)		30009602	29	$53,595	$71,013	$88,432			
Research & Development Chef	Research & Development Chef		30008527	28	$48,723	$64,557	$80,392			
Social Worker	Social Worker		30003444	27	$46,030	$58,689	$71,347	$65,378	$81,265	$97,152
Teacher Development Specialist	Teacher Development Specialist		30003813	30	$58,954	$78,115	$97,275	$72,957	$86,451	$99,945
Treasury Analyst, Senior	Treasury Analyst, Senior		30003062	28	$48,723	$64,557	$80,392			
124 Unified					$70,151.20	$89,443	$108,735.58			
Academics Program Manager	Academics Program Manager		30002513	29	$53,595	$71,013	$88,432	$72,473	$88,145	$103,818
Applications Developer	Applications Developer		30003559	IT-11	$60,684	$80,406	$100,128	$69,035	$87,769	$106,502
Assistant Principal/Dean	Assistant Principal/Dean		30003394	31	$64,850	$85,926	$107,002	$0	$0	$0
Audit Manager, Educational Programrams	Audit Manager, Educational Programrams		30009276	32	$71,335	$94,519	$117,702			
Audit Manager, Support Services	Audit Manager, Support Services		30008506	32	$71,335	$94,519	$117,702			
Business Systems Analyst	Business Systems Analyst		30003570	IT-11	$60,684	$80,406	$100,128			
Campus Instructional Technology Specialist	Campus Instructional Technology Specialist		30003652	28	$48,723	$64,557	$80,392	$72,947	$89,722	$106,498
Category Manager, Purchasing Services, Senior	Category Manager, Purchasing Services, Senior		30009304	31	$64,850	$85,926	$107,002			
College & Career Readiness Advisor	College & Career Readiness Advisor		30008827	27	$46,030	$58,689	$71,347	$75,430	$93,013	$110,596
College & Career Readiness Advisor Dyslexia Interventionist	College Success Advisor		30002576	27	$46,030	$58,689	$71,347			
Education Technology Specialist	Education Technology Specialist		30003669	30	$58,954	$78,115	$97,275			
Information Analysis & Utilization Manager	Information Analysis & Utilization Manager		30002522	30	$58,954	$78,115	$97,275			
Information Modeler, Senior	Information Modeler, Senior		30003583	IT-14	$80,770	$107,020	$133,271	$71,561	$97,875	$124,188

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	*Pay Plan*				*Min*	*Mkt*	*Max*	*Min*	*Mkt*	*Max*
Proposed Class Title	*Original Class Title*	*Working Class Title*	*Code*	*Grade*						
124	**Unified**				**$70,151.20**	**$89,443**	**$108,735.58**			
Information Security Engineer, Senior	Information Security Engineer, Senior		30003588	IT-14	$80,770	$107,020	$133,271			
Instructional Technologist	Instructional Technologist		30003667	29	$53,595	$71,013	$88,432			
Investigator TL	Investigator TL		30008677	29	$53,595	$71,013	$88,432			
Manager, Data Quality	Manager, Data Quality		30002534	30	$58,954	$78,115	$97,275	$70,442	$84,718	$98,995
Manager, Medicaid Services	Manager, Medicaid Services		30003040	30	$58,954	$78,115	$97,275			
Manager, Multimedia	Manager, Multimedia		30002946	30	$58,954	$78,115	$97,275			
Manager, NS Quality Assurance	Manager, NS Quality Assurance		30003100	30	$58,954	$78,115	$97,275			
Manager, Transportation Reporting	Manager, Transportation Representativeorting		30003886	29	$53,595	$71,013	$88,432			
Manager, Workers' Compensation	Manager, Workers' Compensation		30003746	28	$48,723	$64,557	$80,392			
Multilingual Program TL	Multilingual Program TL		30002501	29	$53,595	$71,013	$88,432			
Nurse Consultant	Nurse Consultant		30003427	28	$48,723	$64,557	$80,392			
Prof Development Operations TL	Prof Development Operations TL		30003836	29	$53,595	$71,013	$88,432			
Profess Training Specialist	Profess Training Specialist		30003854	30	$58,954	$78,115	$97,275			
Professional Standards Analyst	Professional Standards Analyst		30003493	30	$58,954	$78,115	$97,275			
Program Manager	Program Manager		30002690	30	$58,954	$78,115	$97,275			
Project Explore Manager	Project Explore Manager		30009126	29	$53,595	$71,013	$88,432			
Special Education Program Specialist	Special Education Program Specialist		30002480	28	$48,723	$64,557	$80,392	$76,418	$92,611	$108,804
Speech Therapist	Speech Therapist		30001178	#2	$65,242	$76,763	$88,284	$74,686	$91,376	$108,067
Student Assessment Data Specialist	Student Assessment Data Specialist		30009026	29	$53,595	$71,013	$88,432	$70,755	$89,472	$108,189
Web & Social Media Developer TL	Web & Social Media Developer TL		30002971	IT-10	$55,167	$73,096	$91,026			
Web Content Administrator	Web Content Administrator		30002962	28	$48,723	$64,557	$80,392			
125	**Unified**				**$73,658.75**	**$93,915**	**$114,172.36**			
Assessment Administrator	Assessment Administrator		30003724	29	$53,595	$71,013	$88,432			
Athletics Program Administrator	Athletics Program Administrator		30003759	30	$58,954	$78,115	$97,275			
Construction Project Manager	Construction Project Manager		30002774	30	$58,954	$78,115	$97,275	$75,785	$95,318	$114,852
Curriculum Specialist	Curriculum Specialist		30002394	29	$53,595	$71,013	$88,432	$77,131	$93,212	$109,294
Dean of Instruction Elementary School	Dean of Instruction Elementary School		30000048	#4	$70,484	$79,608	$87,732	$80,154	$97,748	$115,341
Dean of Instruction Mddl School	Dean of Instruction Mddl School		30001199	#6	$71,868	$80,490	$89,112	$80,154	$97,748	$115,341
Dean of Students Mddl School	Dean of Students Mddl School		30001110	#6	$71,868	$80,490	$89,112			
E-Rate Functional Manager	E-Rate Functional Manager		30010051	30	$58,954	$78,115	$97,275			

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Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
						Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	**Original Class Title**	**Working Class Title**	**Code**	**Grade**							
125	Unified					$73,658.75	$93,915	$114,172.36			
IAT Manager	IAT Manager		30008554	31		$64,850	$85,926	$107,002			
Logistics Manager	Logistics Manager		30002873	30		$58,954	$78,115	$97,275			
Manager, Accounting	Manager, Accounting		30003006	30		$58,954	$78,115	$97,275			
Manager, Administrative Services	Manager, Administrative Services		30002976	30		$58,954	$78,115	$97,275			
Manager, After School Programs	Manager, After School Programs		30003754	30		$58,954	$78,115	$97,275			
Manager, Business Operations Training	Manager, Business Operations Training		30003803	29A		$58,954	$78,115	$97,275			
Manager, Cent Recruitment Services	Mgr, Cent Recruitment Services		30003510	30		$58,954	$78,115	$97,275			
Manager, College/Career Guidance	Manager, College/Career Guidance		30002451	30		$58,954	$78,115	$97,275			
Manager, Environmental Services	Manager, Environmental Services		30002805	30		$58,954	$78,115	$97,275			
Manager, Perf & Cont Improvement	Manager, Perf & Cont Improvement		30003536	30		$58,954	$78,115	$97,275	$0	$0	$0
Manager, Research & Account	Manager, Research & Account		30003718	30		$58,954	$78,115	$97,275			
Manager, Safety & Emergency Management	Manager, Safety & Emergency Management		30003737	30		$58,954	$78,115	$97,275			
Manager, School Choice	Manager, School Choice		30002490	30		$58,954	$78,115	$97,275			
Manager, Special Education Program	Manager, Special Education Program		30002465	30		$58,954	$78,115	$97,275	$77,919	$95,193	$112,466
Manager, Strategic Communications	Manager, Strategic Communications		30002983	30		$58,954	$78,115	$97,275			
Manager, Student Assessment	Manager, Student Assessment		30003723	31		$64,850	$85,926	$107,002	$79,509	$96,446	$113,383
Manager, Student Assistance	Manager, Student Assistance		30008452	30		$58,954	$78,115	$97,275			
Manager, Student Transfer	Manager, Student Transfer		30002676	30		$58,954	$78,115	$97,275			
Manager, Teacher Development	Manager, Teacher Development		30003815	31		$64,850	$85,926	$107,002	$78,689	$95,623	$112,558
Manager, Test Materials Center Logistics	Manager, Test Materials Center Logistics		30003719	30		$58,954	$78,115	$97,275			
Manager, Wraparound Services	Manager, Wraparound Services		30008562	30		$58,954	$78,115	$97,275			
Network Systems Administrator	Network Systems Administrator		30003615	IT-11		$60,684	$80,406	$100,128	$72,616	$92,566	$112,516
Social Work Manager	Social Work Manager		30009427	30		$58,954	$78,115	$97,275			
Special Education Nursing Manager	Special Education Nursing Manager		30003424	29		$53,595	$71,013	$88,432			
Special Education Program Specialist TL	Special Education Program Specialist TL		30002482	29		$53,595	$71,013	$88,432			
Specialist, Eval-Bilingual	Specialist, Eval-Bilingual		30000613	#5		$68,243	$79,763	$91,284			

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Grade	Pay Plan					Annual Range			Survey Range		
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade		Min	Mkt	Max	Min	Mkt	Max
125	**Unified**					**$73,658.75**	**$93,915**	**$114,172.36**			
Specialist, Eval-ED Cert	Specialist, Eval-ED Cert		30000600	#5		$68,243	$79,763	$91,284	$78,651	$95,571	$112,491
Student Assessment Data Specialist TL	Student Assessment Data Specialist TL		30009251	30		$58,954	$78,115	$97,275			
126	**Unified**					**$77,341.69**	**$98,611**	**$119,880.98**			
Applications Developer, Senior	Applications Developer, Senior		30003562	IT-12		$66,752	$88,447	$110,141			
Audiologist	Audiologist		30003419	28		$48,723	$64,557	$80,392	$78,206	$96,548	$114,891
Business Systems Analyst, Senior	Business Systems Analyst, Senior		30003572	IT-12		$66,752	$88,447	$110,141			
College & Career Readiness Manager	College & Career Readiness Manager		30002579	29		$53,595	$71,013	$88,432			
Counselor	Counselor		30001265	#3		$66,242	$77,763	$89,284	$79,925	$97,756	$115,591
Curriculum Specialist TL	Curriculum Specialist TL		30002396	30		$58,954	$78,115	$97,275			
Database Administrator	Database Administrator		30003579	IT-12		$66,752	$88,447	$110,141			
Education Technology Specialist, Senior	Education Technology Specialist, Senior		30003670	31		$64,850	$85,926	$107,002			
EIR Instructional Coaching Program Mgr	EIR Instructional Coaching Program Mgr		30010352	30		$58,954	$78,115	$97,275			
Executive Chef	Executive Chef		30003129	31		$64,850	$85,926	$107,002			
Health & Medical Services Manager	Health & Medical Services Manager		30003422	30		$58,954	$78,115	$97,275	$85,484	$102,377	$119,269
Licensed Specialist in School Psychology	Licensed Specialist in School Psychology		30000608	#5		$68,243	$79,763	$91,284	$82,052	$99,146	$116,241
Manager, Curriculum	Manager, Curriculum		30002398	31		$64,850	$85,926	$107,002	$85,069	$103,082	$121,094
Manager, Early Literacy Initiative	Manager, Early Literacy Initiative		30010151	31		$64,850	$85,926	$107,002			
Manager, Multilingual Program	Manager, Multilingual Program		30002494	30		$58,954	$78,115	$97,275	$83,960	$101,824	$119,688
Manager, PBIS	Manager, PBIS		30003469	31		$64,850	$85,926	$107,002			
Network Systems Engineer, Senior	Network Systems Engineer, Senior		30003616	IT-12		$66,752	$88,447	$110,141			
Platform Systems Administrator	Platform Systems Administrator		30003620	IT-11		$60,684	$80,406	$100,128	$75,429	$96,460	$117,491
Principal, Assistant Elem	Principal, Assistant Elem		30001234	#4		$70,484	$79,608	$87,732	$82,998	$101,430	$119,862
Senior Manager, Facilities Maintenance	Senior Manager, Facilities Maintenance		30002854	32		$71,335	$94,519	$117,702	$69,601	$94,001	$118,402
Senior Manager, Payroll	Senior Manager, Payroll		30003046	32		$71,335	$94,519	$117,702	$72,963	$97,557	$122,150
Specialist, Applications Developer	Specialist, Applications Developer		30003563	IT-13		$73,427	$97,291	$121,155	$71,755	$94,012	$116,268
Technology Project Manager	Technology Project Manager		30003627	IT-11		$60,684	$80,406	$100,128			
Treasurer	Treasurer		30003063	34		$86,315	$114,367	$142,420	$85,218	$102,655	$120,092

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Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	*Pay Plan*				*Min*	*Mkt*	*Max*	*Min*	*Mkt*	*Max*
Proposed Class Title	*Original Class Title*	*Working Class Title*	*Code*	*Grade*						
127	**Unified**				**$81,208.77**	**$103,541**	**$125,875.02**			
Dean of Instruction High School	Dean of Instruction High School		30000142	#7	$77,607	$89,405	$101,203			
Dean of Students High School	Dean of Students High School		30000907	#7	$77,607	$89,405	$101,203	$92,103	$108,526	$124,949
IT Auditor, Senior	IT Auditor, Senior		30003020	IT-13	$73,427	$97,291	$121,155			
Lead Business Systems Analyst	Lead Business Systems Analyst		30009281	IT-13	$73,427	$97,291	$121,155			
Manager, Construction Audit	Manager, Construction Audit		30003017	32	$71,335	$94,519	$117,702			
Manager, Internal Audit	Manager, Internal Audit		30003018	32	$71,335	$94,519	$117,702			
Manager, Virtual Instruction Program	Manager, Virtual Instructiontion Program		30009108	30	$58,954	$78,115	$97,275			
Platform Systems Administrator, Senior	Platform Systems Administrator, Senior		30003621	IT-12	$66,752	$88,447	$110,141			
Police Captain	Police Captain		30008901	32	$71,335	$94,519	$117,702	$85,374	$101,661	$117,947
Principal, Assistant Middle School	Principal, Assistant Middle School		30001320	#6	$71,868	$80,490	$89,112	$85,364	$104,270	$123,175
SAP Workflow Administrator	SAP Workflow Administrator		30008555	IT-12	$66,752	$88,447	$110,141			
Senior Manage, Investigations Title IX & Background	Senior Manage, Investigations Title IX & Background		30010428	32	$71,335	$94,519	$117,702			
Senior Manager, Academic & Career Counseling	Senior Manager, Academic & Career Counseling		30002584	31	$64,850	$85,926	$107,002			
Senior Manager, Academics	Senior Manager, Academics		30002591	32	$71,335	$94,519	$117,702			
Senior Manager, Accounting	Senior Manager, Accounting		30003009	31	$64,850	$85,926	$107,002			
Senior Manager, Administrative Services	Senior Manager, Administrative Services		30002937	31	$64,850	$85,926	$107,002			
Senior Manager, ATM Project	Senior Manager, ATM Project		30009203	31	$64,850	$85,926	$107,002			
Senior Manager, Behavioral Intervention	Senior Manager, Behavioral Intervention		30003471	31	$64,850	$85,926	$107,002			
Senior Manager, Benefits Administration	Senior Manager, Benefits Administration		30003085	32	$71,335	$94,519	$117,702	$76,090	$100,793	$125,495
Senior Manager, Benefits Medical Programs	Senior Manager, Benefits Medical Programs		30003083	32	$71,335	$94,519	$117,702			
Senior Manager, Benefits Support	Senior Manager, Benefits Support		30009201	32	$71,335	$94,519	$117,702			
Senior Manager, Budgeting	Senior Manager, Budgeting		30003037	31	$64,850	$85,926	$107,002			
Senior Manager, Charter School Business Office	Sr Mgr, Charter School Business Office		30010502	31	$64,850	$85,926	$107,002			
Senior Manager, College/Career Guidance	Senior Manager, College/Career Guidance		30009551	31	$64,850	$85,926	$107,002			
Senior Manager, Commun Partnership Grant (MAS)	Senior Manager, Commun Partnership Grant (MAS)		30009601	31	$64,850	$85,926	$107,002			
Senior Manager, Compensation	Senior Manager, Compensation		30003476	32	$71,335	$94,519	$117,702			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	**Pay Plan**				**Min**	**Mkt**	**Max**	**Min**	**Mkt**	**Max**
Proposed Class Title	*Original Class Title*	*Working Class Title*	*Code*	*Grade*						
127	*Unified*				$81,208.77	$103,541	$125,875.02			
Senior Manager, Construction Services	Senior Manager, Construction Services		30002779	32	$71,335	$94,519	$117,702			
Senior Manager, Customeromer Care & Operations	Senior Manager, Customeromer Care & Operations		30008076	32	$71,335	$94,519	$117,702			
Senior Manager, Dyslexia	Senior Manager, Dyslexia		30009077	31	$64,850	$85,926	$107,002			
Senior Manager, EMERGE	Senior Manager, EMERGE		30002560	31	$64,850	$85,926	$107,002			
Senior Manager, FACE	Senior Manager, FACE		30008402	31	$64,850	$85,926	$107,002			
Senior Manager, Facilities Design	Senior Manager, Facilities Design		30002876	33	$78,468	$103,970	$129,473			
Senior Manager, Fed & State Compliance	Senior Manager, Fed & State Compliance		30002679	32	$71,335	$94,519	$117,702			
Senior Manager, Fleet Operations	Senior Manager, Fleet Operations		30003869	32	$71,335	$94,519	$117,702			
Senior Manager, Grant Development	Senior Manager, Grant Development		30002402	31	$64,850	$85,926	$107,002			
Senior Manager, HRIS	Senior Manager, HRIS		30003544	32	$71,335	$94,519	$117,702			
Senior Manager, Human Resource Business Partners	Senior Manager, Human Resource Business Partners		30003518	32	$71,335	$94,519	$117,702			
Senior Manager, Innovation	Senior Manager, Innovation		30009378	31	$64,850	$85,926	$107,002			
Senior Manager, JROTC	Senior Manager, JROTC		30003771	31	$64,850	$85,926	$107,002			
Senior Manager, Leadership Development	Senior Manager, Leadership Development		30003829	31	$64,850	$85,926	$107,002			
Senior Manager, Multilingual Programram	Senior Manager, Multilingual Programram		30008401	32	$71,335	$94,519	$117,702			
Senior Manager, NS Compliance & Accountability	Senior Manager, NS Compliance & Accountability		30008801	32	$71,335	$94,519	$117,702			
Senior Manager, Nutrition Services	Senior Manager, Nutrition Services		30003091	31	$64,850	$85,926	$107,002			
Senior Manager, Operations	Senior Manager, Operations		30002860	32	$71,335	$94,519	$117,702			
Senior Manager, Postsecondary Programming	Senior Manager, Postsecondary Programramming		30009377	31	$64,850	$85,926	$107,002			
Senior Manager, Professional Development	Senior Manager, Professional Development		30009653	32	$71,335	$94,519	$117,702			
Senior Manager, Project Explore	Senior Manager, Project Explore		30009379	31	$64,850	$85,926	$107,002			
Senior Manager, PSD Dsgn, Media,Online	Senior Manager, PSD Dsgn, Media,Online		30003846	32	$71,335	$94,519	$117,702			
Senior Manager, Quality Assurance	Senior Manager, Quality Assurance		30008504	33	$78,468	$103,970	$129,473			
Senior Manager, Real Estate	Senior Manager, Real Estate		30002875	32	$71,335	$94,519	$117,702			

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Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	Pay Plan				Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade						
127	**Unified**				$81,208.77	$103,541	$125,875.02			
Senior Manager, Recruitment & Selection	Senior Manager, Recruitment & Selection		30003517	32	$71,335	$94,519	$117,702			
Senior Manager, Risk Management	Senior Manager, Risk Management		30003738	32	$71,335	$94,519	$117,702	$78,494	$103,091	$127,687
Senior Manager, ROSES Project	Senior Manager, ROSES Project		30009626	31	$64,850	$85,926	$107,002			
Senior Manager, Special Education Services	Senior Manager, Special Education Services		30002527	31	$64,850	$85,926	$107,002			
Senior Manager, Special Education Services District Wide	Senior Manager, Special Education Services District Wide		30002462	31	$64,850	$85,926	$107,002	$89,150	$108,128	$127,105
Senior Manager, Student Assistance	Senior Manager, Student Assistance		30009326	31	$64,850	$85,926	$107,002			
Senior Manager, Supp Manag&Cntrt Administrator	Senior Manager, Supp Manag&Cntrt Administrator		30002769	32	$71,335	$94,519	$117,702			
Senior Manager, Teacher Development-ACP	Senior Manager, Teacher Development-ACP		30003842	32	$71,335	$94,519	$117,702			
Senior Manager, Technology Strategic Plannning	Senior Manager, Technology Strategic Plannning		30009107	31	$64,850	$85,926	$107,002			
Senior Manager, Transp Term & Safety	Senior Manager, Transp Term & Safety		30003864	31	$64,850	$85,926	$107,002			
Senior Manager, Transport Opns & Trng	Senior Manager, Transport Opns & Trng		30003866	32	$71,335	$94,519	$117,702			
Senior Manager, UIL	Senior Manager, UIL		30002454	31	$64,850	$85,926	$107,002			
Senior Manager, Warehouse	Senior Manager, Warehouse		30003895	30	$58,954	$78,115	$97,275			
Senior Manager, Wraparound Services	Senior Manager, Wraparound Services		30009751	31	$64,850	$85,926	$107,002			
Special Education Manager, Accountability & Compliance	Special Education Manager, Accountability & Compliance		30008501	30	$58,954	$78,115	$97,275	$87,267	$105,227	$123,188
128	**Unified**				$85,269.21	$108,718	$132,168.78			
College & Career Readiness Senior Manager	College & Career Readiness Senior Manager		30002563	31	$64,850	$85,926	$107,002			
Database Administrator, Senior	Database Administrator, Senior		30003581	IT-14	$80,770	$107,020	$133,271			
District Registrar	District Registrar		30002657	30	$58,954	$78,115	$97,275			
Interventions Office Director	Interventions Office Director		30008353	33	$78,468	$103,970	$129,473			
Principal, Assistant High School	Principal, Assistant High School		30001344	#7	$77,607	$89,405	$101,203	$91,295	$111,114	$130,932
Specialist Network Systems Engineer	Specialist Network Systems Engineer		30003617	IT-14	$80,770	$107,020	$133,271			
Specialist Platform Systems Administrator	Specialist Platform Systems Administrator		30003622	IT-14	$80,770	$107,020	$133,271			

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Class Comparison List by Proposed Pay Grade
Houston Independent School District

					Annual Range			Survey Range		
Grade	Pay Plan				Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	*Original Class Title*	*Working Class Title*	*Code*	*Grade*						
128	*Unified*				**$85,269.21**	**$108,718**	**$132,168.78**			
Specialist, Business Systems Analyst	Specialist, Business Systems Analyst		30003573	IT-14	$80,770	$107,020	$133,271			
129	*Unified*				**$89,532.67**	**$114,154**	**$138,777.22**			
General Manager, Purchasing	General Manager, Purchasing		30003050	34	$86,315	$114,367	$142,420	$91,918	$115,474	$139,030
IT Functional Manager	IT Functional Manager		30008202	30	$58,954	$78,115	$97,275			
IT Team Manager	IT Team Manager		30003605	30	$58,954	$78,115	$97,275			
Manager, IT	Manager, IT		30003606	IT-14	$80,770	$107,020	$133,271	$86,312	$110,717	$135,122
Specialist Database Administrator	Specialist Database Administrator		30003582	IT-15	$88,847	$117,722	$146,598			
Specialist Inform Security Engr	Specialist Inform Security Engr		30003589	IT-15	$88,847	$117,722	$146,598			
130	*Unified*				**$94,009.31**	**$119,862**	**$145,716.08**			
Charter/Safe Schools Administrator	Charter/Safe Schools Administrator		30002444	30	$58,954	$78,115	$97,275			
Director	Director		30002589	32	$71,335	$94,519	$117,702			
Director, Counseling & Compliance	Director, Counseling & Compliance		30002585	32	$71,335	$94,519	$117,702			
Director, EMERGE	Director, EMERGE		30002580	32	$71,335	$94,519	$117,702			
Director, External Funding	Director, External Funding		30009153	32	$71,335	$94,519	$117,702			
Director, Family & Community Engagement	Director, Family & Community Engagement		30002975	32	$71,335	$94,519	$117,702			
Press Secretary	Press Secretary		30002939	34	$86,315	$114,367	$142,420			
Principal	Principal		30003386	00E	$117,000	$124,800	$132,600			
Principal	Substitute Principal		30003395	00D	$96,900	$102,000	$107,100			
Principal, ECH	Principal, ECH		30000337	#8	$95,813	$97,993	$100,174			
Principal, Elementary School	Principal, Elementary School		30001059	#8	$95,813	$97,993	$100,174	$102,125	$123,376	$144,627
School Support Officer	School Support Officer		30002517	34	$86,315	$114,367	$142,420	$100,888	$120,827	$140,767
131	*Unified*				**$98,709.77**	**$125,855**	**$153,001.88**			
Academic Support Service Director	Academic Support Service Director		30002390	33	$78,468	$103,970	$129,473			
Assistant Chief of Police	Assistant Chief of Police		30003692	34	$86,315	$114,367	$142,420	$113,036	$131,871	$150,707
Assistant Controller	Assistant Controller		30003002	34	$86,315	$114,367	$142,420			
Athletics Director	Athletics Director		30003758	34	$86,315	$114,367	$142,420			
Director, Board Services	Director, Board Services		30008352	33	$78,468	$103,970	$129,473			
Director, Curriculum	Director, Curriculum		30002397	33	$78,468	$103,970	$129,473	$107,655	$129,791	$151,926
Director, Elem Curric & Devel	Director, Elem Curric & Devel		30002595	33	$78,468	$103,970	$129,473			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
						Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	**Original Class Title**	**Working Class Title**	**Code**	**Grade**							
131	**Unified**					$98,709.77	$125,855	$153,001.88			
Director, Health & Medical Services	Director, Health & Medical Services		30009127	33		$78,468	$103,970	$129,473	$99,885	$127,293	$154,701
Director, Nutrition Services	Director, Nutrition Services		30003128	33		$78,468	$103,970	$129,473			
Director, Wraparound Services	Director, Wraparound Services		30009176	32		$71,335	$94,519	$117,702			
General Manager, Bus Operations Strat Engmnt & Outreach	General Manager, Bus Operations Strat Engmnt & Outreach		30008227	34		$86,315	$114,367	$142,420			
General Manager, Business Solutions	General Manager, Business Solutions		30008277	34		$86,315	$114,367	$142,420			
General Manager, Communications	General Manager, Communications		30002966	34		$86,315	$114,367	$142,420	$75,061	$91,403	$107,746
General Manager, Customer Care & Operations	General Manager, Customeromer Care & Operations		30008480	34		$86,315	$114,367	$142,420			
General Manager, Facil Maint & Operations	General Manager, Facil Maint & Operations		30002762	35		$94,947	$125,804	$156,662	$105,463	$129,631	$153,799
General Manager, HR Business & Financial Operations	General Manager, HR Business & Financial Operations		30003533	34		$86,315	$114,367	$142,420			
General Manager, Human Resources	General Manager, Human Resources		30003482	34		$86,315	$114,367	$142,420	$92,527	$120,081	$147,634
General Manager, Medicaid Finance	General Manager, Medicaid Finance		30003045	34		$86,315	$114,367	$142,420			
General Manager, Nutrition Services	General Manager, Nutrition Services		30008351	34		$86,315	$114,367	$142,420			
General Manager, Operations	General Manager, Operations		30008301	34		$86,315	$114,367	$142,420			
General Manager, Strategy & Innovation	General Manager, Strategy & Innovation		30009754	34		$86,315	$114,367	$142,420			
Principal, Middle School	Principal, Middle School		30001233	#9		$96,900	$102,000	$107,100	$109,632	$131,694	$153,757
Principal, MS/ES	Principal, MS/ES		30001370	#9		$96,900	$102,000	$107,100			
Senior Manager, IT	Senior Manager, IT		30003607	IT-15		$88,847	$117,722	$146,598			
132	**Unified**					$103,645.27	$132,148	$160,651.97			
General Manager, Benefits	General Manager, Benefits		30003025	36		$104,441	$138,385	$172,328	Possibly Grade 133		
General Manager, Construction	General Manager, Construction		30002778	35		$94,947	$125,804	$156,662			
General Manager, Facil Bus Solutions	General Manager, Facil Bus Solutions		30002884	35		$94,947	$125,804	$156,662			
General Manager, Facilities Design	General Manager, Facilities Design		30002869	35		$94,947	$125,804	$156,662			
General Manager, Transport	General Manager, Transport		30003857	35		$94,947	$125,804	$156,662			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade Pay Plan					Annual Range			Survey Range		
Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Min	Mkt	Max	Min	Mkt	Max
132 **Unified**					$103,645.27	$132,148	$160,651.97			
Officer, Nutrition Services	Officer, Nutrition Services		30008226	36	$104,441	$138,385	$172,328	$112,779	$134,929	$157,079
133 **Unified**					$108,827.52	$138,755	$168,684.56			
Assistant General Counsel	Assistant General Counsel		30003671	34	$86,315	$114,367	$142,420	$118,974	$143,401	$167,827
Assistant Superintendent	Assistant Superintendent		30002541	34	$86,315	$114,367	$142,420			
Deputy General Counsel	Deputy General Counsel		30003675	35	$94,947	$125,804	$156,662	$116,151	$141,373	$166,595
Director, Information Technology	Director, Information Technology		30003649	IT-16	$97,732	$129,495	$161,258	$107,095	$134,681	$162,268
Director, Sec Curric & Devel	Director, Sec Curric & Devel		30002588	33	$78,468	$103,970	$129,473	$115,034	$138,797	$162,560
Director, Special Education Compliance, Instruction & Service	Director, Special Education Compliance, Instruction & Service		30009227	32	$71,335	$94,519	$117,702			
Director, Student Assessment	Director, Student Assessment		30009076	33	$78,468	$103,970	$129,473			
Exec Director, Equity & Outreach	Exec Director, Equity & Outreach		30009154	34	$86,315	$114,367	$142,420			
Exec Director, Special Populations	Exec Director, Special Populations		30010451	34	$86,315	$114,367	$142,420			
Executive Director, College Readiness	Executive Director, College Readiness		30002547	34	$86,315	$114,367	$142,420			
Executive Director, Counseling & Compliance	Executive Director, Counseling & Compliance		30009755	34	$86,315	$114,367	$142,420	$124,155	$147,191	$170,227
Executive Director, Innovation & Post-Sec Prg	Executive Director, Innovation & Post-Sec Prg		30009226	34	$86,315	$114,367	$142,420			
Executive Director, Leadership Dvlpmt	Executive Director, Leadership Dvlpmt		30003807	34	$86,315	$114,367	$142,420			
Executive Director, Multilingual Programrm	Executive Director, Multilingual Programrm		30002483	34	$86,315	$114,367	$142,420	$114,046	$138,038	$162,030
Executive Director, School Choice	Executive Director, School Choice		30002521	34	$86,315	$114,367	$142,420			
Executive Director, Special Education	Executive Director, Special Education		30002458	34	$86,315	$114,367	$142,420	$117,776	$139,204	$160,632
Officer, Academic Instruction Technician	Officer, Academic Instructiontional Techniciannol		30010301	35	$94,947	$125,804	$156,662			
Officer, Curriculum & Instruction	Officer, Curriculum & Instruction		30002529	35	$94,947	$125,804	$156,662	$113,702	$138,651	$163,600
Officer, Human Capital	Officer, Human Capital		30003546	35	$94,947	$125,804	$156,662			
Officer, Leadership Dev	Officer, Leadership Dev		30003839	35	$94,947	$125,804	$156,662			
Officer, Research	Officer, Research		30003717	35	$94,947	$125,804	$156,662			
Officer, Student Assessment	Officer, Student Assessment		30008826	35	$94,947	$125,804	$156,662			
Technology Solutions Architect, Senior	Technology Solutions Architect, Senior		30003634	IT-15	$88,847	$117,722	$146,598	$86,422	$133,595	$171,609

Class Comparison List by Proposed Pay Grade
Houston Independent School District

						Annual Range			Survey Range		
Grade	Pay Plan					Min	Mkt	Max	Min	Mkt	Max
Proposed Class Title	**Original Class Title**	**Working Class Title**	**Code**	**Grade**							
134	*Unified*					$114,268.90	$145,693	$177,118.80			
Director, Soc & Emotional Learning	Director, Soc & Emotional Learning		30003472	33		$78,468	$103,970	$129,473	$115,045	$144,658	$174,270
Principal, High School	Principal, High School		30001319	#10		$117,000	$124,800	$132,600	$127,634	$152,892	$178,150
135	*Unified*					$119,982.34	$152,978	$185,974.73			
Chief Audit Executive	Chief Audit Executive		30003076	37		$114,885	$152,223	$189,561	$104,416	$133,052	$161,687
Chief of Police	Chief of Police		30003693	A		$114,885	$557,442	$999,999	$119,048	$151,721	$184,394
Officer, Budget & Financial Planning	Officer, Budget & Financial Planning		30008553	36		$104,441	$138,385	$172,328			
Officer, Business Logistics & Purchasing	Officer, Business Logistics & Purchasing		30008228	36		$104,441	$138,385	$172,328			
Officer, Special Populations	Officer, Special Populations		30008803	36		$104,441	$138,385	$172,328	$128,773	$159,820	$190,868
136	*Unified*					$125,981.46	$160,626	$195,273.47			
Area Superintendent	Area Superintendent		30008533	37		$114,885	$152,223	$189,561	$141,254	$167,139	$193,023
137	*Unified*					$132,280.53	$168,658	$205,037.14			
Chief Communications Officer	Chief Communications Officer		30002965	A		$114,885	$557,442	$999,999	$143,469	$173,036	$202,603
138	*Unified*					$138,894.56	$177,091	$215,289.00			
Chief Academic Officer	Chief Academic Officer, Interim		30008951	A		$114,885	$557,442	$999,999	$174,812	$207,698	$240,584
Chief of Staff	Chief of Staff		30000928	A		$114,885	$557,442	$999,999	$135,967	$177,461	$218,955
Chief Technology Officer	Chief Technology Officer		30003646	A		$114,885	$557,442	$999,999	$139,459	$178,362	$217,265
139	*Unified*					$145,839.30	$185,945	$226,053.45			
Chief Human Resources Officer	Chief Human Resources Officer		30003505	A		$114,885	$557,442	$999,999	$157,465	$191,232	$224,999
Chief Operating Officer	Chief Operating Officer, Interim		30010251	A		$114,885	$557,442	$999,999	$157,266	$193,054	$228,842
Chief Strategy & Innovation Officer	Chief Strategy & Innovation Officer		30009001	A		$114,885	$557,442	$999,999	$163,024	$191,762	$220,499
Controller	Controller		30003005	37		$114,885	$152,223	$189,561			
General Counsel	General Counsel		30003672	A		$114,885	$557,442	$999,999	$166,246	$194,246	$222,245
140	*Unified*					$153,131.25	$195,242	$237,356.13			
Chief Financial Officer	Chief Financial Officer		30001873	A		$114,885	$557,442	$999,999	$166,279	$201,686	$237,093
Superintendent of Schools	Supt. of Schools, Interim		30000534	A		$114,885	$557,442	$999,999			
141	*Unified*					$160,787.83	$205,004	$249,223.94			
142	*Unified*					$168,827.22	$215,255	$261,685.13			

Class Comparison List by Proposed Pay Grade
Houston Independent School District

Grade	Pay Plan					Annual Range			Survey Range		
		Proposed Class Title	Original Class Title	Working Class Title	Code	Grade Min	Mkt	Max	Min	Mkt	Max
142	Unified					$168,827.22	$215,255	$261,685.13	—		
143	Unified					$177,268.58	$226,017	$274,769.38	—		
144	Unified					$186,132.00	$237,318	$288,507.84	—		
145	Unified					$195,438.59	$249,184	$302,933.25	—		
146	Unified					$205,210.53	$261,643	$318,079.91	—		
147	Unified					$215,471.06	$274,726	$333,983.91	—		
148	Unified					$226,244.61	$288,462	$350,683.09	—		
149	Unified					$237,556.84	$302,885	$368,217.25	—		

SECTION 6.0
Proposed Pay Plan by Title

Proposed Class List By Title

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
A							
Academic Counseling Specialist, Senior	300025	Unified	120	$57,713.56	$73,584.79	$89,457.03	5
Academic Support Service Director	300023	Unified	131	$98,709.77	$125,854.96	$153,001.88	2
Academic Trainer	300037	Unified	122	$63,629.20	$81,127.23	$98,626.38	2
Academic Tutor	300024	Unified	101	$29,120.00	$29,120.00	$29,120.00	80
Academic Tutor, Senior	300024	Unified	102	$29,400.00	$30,576.00	$37,171.24	95
Academics Program Manager	300025	Unified	124	$70,151.20	$89,442.77	$108,735.58	40
Account Representative	300030	Unified	110	$35,431.12	$45,174.68	$54,918.86	12
Account/Budget Clerk	300030	Unified	108	$32,137.07	$40,974.77	$49,813.02	3
Account/Budget Clerk, Senior	300030	Unified	110	$35,431.12	$45,174.68	$54,918.86	21
Accountant	300029	Unified	120	$57,713.56	$73,584.79	$89,457.03	21
Accountant TL	300029	Unified	123	$66,810.66	$85,183.59	$103,557.70	5
Accountant, Senior	300030	Unified	121	$60,599.24	$77,264.03	$93,929.88	7
Accreditation & Special Project Manager	300037	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Administrative Assistant	300027	Unified	110	$35,431.12	$45,174.68	$54,918.86	219
Administrative Assistant, Senior	300026	Unified	114	$43,066.75	$54,910.10	$66,754.21	164
Advanced Academics Specialst	300025	Unified	122	$63,629.20	$81,127.23	$98,626.38	2
After School Program Specialist	300037	Unified	116	$47,481.09	$60,538.39	$73,596.52	2
After School Program Specialist, Senior	300037	Unified	118	$52,347.90	$66,743.57	$81,140.16	3
Application Support Representative	300036	Unified	118	$52,347.90	$66,743.57	$81,140.16	3
Application Support Representative, Senior	300036	Unified	120	$57,713.56	$73,584.79	$89,457.03	4
Applications Developer	300035	Unified	124	$70,151.20	$89,442.77	$108,735.58	4
Applications Developer, Senior	300035	Unified	126	$77,341.69	$98,610.66	$119,880.98	8
Area Manager, Maintenance	300028	Unified	121	$60,599.24	$77,264.03	$93,929.88	9
Area Manager, NS Operations	300085	Unified	121	$60,599.24	$77,264.03	$93,929.88	3
Area Manager, NS Operations, Senior	300031	Unified	123	$66,810.66	$85,183.59	$103,557.70	1
Area Manager, Operations	300028	Unified	121	$60,599.24	$77,264.03	$93,929.88	3
Area Manager, Transportation	300038	Unified	119	$54,965.30	$70,080.75	$85,197.17	11
Area Superintendent	300085	Unified	136	$125,981.46	$160,626.38	$195,273.47	6
Asbestos Abatement TL	300028	Unified	110	$35,431.12	$45,174.68	$54,918.86	6
Asbestos Abatement Worker	300028	Unified	106	$30,971.10	$37,165.32	$45,181.88	8
Asphalt Worker	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	9
Assault Leave Administrator	300037	Unified	113	$41,015.95	$52,295.34	$63,575.44	1
Assessment Administrator	300037	Unified	125	$73,658.75	$93,914.91	$114,172.36	10

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Asset Management Clerk	300090	Unified	110	$35,431.12	$45,174.68	$54,918.86	1
Assistant Chief of Police	300036	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
Assistant Controller	300030	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
Assistant General Counsel	300036	Unified	133	$108,827.52	$138,755.09	$168,684.56	4
Assistant Principal/Dean	300033	Unified	124	$70,151.20	$89,442.77	$108,735.58	7
Assistant Superintendent	300025	Unified	133	$108,827.52	$138,755.09	$168,684.56	2
Assistive Technology Specialist	300034	Unified	118	$52,347.90	$66,743.57	$81,140.16	3
Associate Accountant	300030	Unified	118	$52,347.90	$66,743.57	$81,140.16	3
Associate After School Program Specialist	300037	Unified	113	$41,015.95	$52,295.34	$63,575.44	20
Associate HRIS Analyst	300097	Unified	116	$47,481.09	$60,538.39	$73,596.52	2
Associate IT Customer Service Representative	300035	Unified	110	$35,431.12	$45,174.68	$54,918.86	27
Associate Network Operations Control Analyst	300036	Unified	114	$43,066.75	$54,910.10	$66,754.21	1
Associate Professional Standards Analyst	300097	Unified	117	$49,855.14	$63,565.31	$77,276.34	1
Associate Repairer	300028	Unified	105	$30,513.40	$35,395.54	$43,030.36	4
Associate Transport Mechanic	300038	Unified	105	$30,513.40	$35,395.54	$43,030.36	13
Associate Tutor	300024	Unified	101	$29,120.00	$29,120.00	$29,120.00	19
At Risk Program Administrator	300037	Unified	116	$47,481.09	$60,538.39	$73,596.52	23
Athletic Trainer	300037	Unified	114	$43,066.75	$54,910.10	$66,754.21	4
Athletic Trainer, Senior	300037	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Athletics Director	300037	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
Athletics Program Administrator	300037	Unified	125	$73,658.75	$93,914.91	$114,172.36	4
Attendance Case Worker	300023	Unified	111	$37,202.68	$47,433.41	$57,664.80	9
Attendant, All Sports	300032	Unified	101	$29,120.00	$29,120.00	$29,120.00	15
Audiologist	300034	Unified	126	$77,341.69	$98,610.66	$119,880.98	2
Audit Manager, Educational Programrams	300092	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Audit Manager, Support Services	300085	Unified	124	$70,151.20	$89,442.77	$108,735.58	1

B

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Background/Fingerprinting Technician	300035	Unified	105	$30,513.40	$35,395.54	$43,030.36	2
Benefits Analyst	300088	Unified	120	$57,713.56	$73,584.79	$89,457.03	1
Benefits Analyst, Senior	300089	Unified	122	$63,629.20	$81,127.23	$98,626.38	2
Benefits Counselor	300030	Unified	117	$49,855.14	$63,565.31	$77,276.34	1
Benefits Counselor, Senior	300091	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
Benefits Representative	300030	Unified	111	$37,202.68	$47,433.41	$57,664.80	1
Benefits Representative, Senior	300096	Unified	113	$41,015.95	$52,295.34	$63,575.44	1

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Benefits Support Administrator, Senior	300096	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Bindery Operator	300029	Unified	109	$33,743.92	$43,023.50	$52,303.67	2
Board Services TL	300088	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Braillist	300024	Unified	109	$33,743.92	$43,023.50	$52,303.67	3
Braillist TL	300024	Unified	111	$37,202.68	$47,433.41	$57,664.80	1
Budget Analyst	300030	Unified	121	$60,599.24	$77,264.03	$93,929.88	9
Budget Analyst, Senior	300030	Unified	122	$63,629.20	$81,127.23	$98,626.38	6
Bus Driver	300038	Unified	108	$32,137.07	$40,974.77	$49,813.02	654
Bus Driver, Senior	300038	Unified	109	$33,743.92	$43,023.50	$52,303.67	16
Business Analyst	300035	Unified	122	$63,629.20	$81,127.23	$98,626.38	9
Business Analyst, Senior	300035	Unified	123	$66,810.66	$85,183.59	$103,557.70	6
Business Operations TL	300026	Unified	112	$39,062.81	$49,805.08	$60,548.04	21
Business Systems Analyst	300035	Unified	124	$70,151.20	$89,442.77	$108,735.58	4
Business Systems Analyst, Senior	300035	Unified	126	$77,341.69	$98,610.66	$119,880.98	17
Buyer	300030	Unified	116	$47,481.09	$60,538.39	$73,596.52	1

C

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Campus Education Technician	300024	Unified	118	$52,347.90	$66,743.57	$81,140.16	24
Campus Instructional Technology Specialist	300036	Unified	124	$70,151.20	$89,442.77	$108,735.58	7
Carpenter	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	5
CATE, Counselor	300009	Unified	122	$63,629.20	$81,127.23	$98,626.38	11
Category Manager, Purchasing Services	300093	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Category Manager, Purchasing Services, Senior	300093	Unified	124	$70,151.20	$89,442.77	$108,735.58	3
Category Specialist	300093	Unified	117	$49,855.14	$63,565.31	$77,276.34	20
Catering Chef	300031	Unified	109	$33,743.92	$43,023.50	$52,303.67	1
Cement Finisher	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	2
Central Office Business Manager	300030	Unified	116	$47,481.09	$60,538.39	$73,596.52	2
Charter/Safe Schools Administrator	300024	Unified	130	$94,009.31	$119,861.87	$145,716.08	1
Chief Academic Officer	300089	Unified	138	$138,894.56	$177,090.56	$215,289.00	1
Chief Audit Executive	300030	Unified	135	$119,982.34	$152,977.50	$185,974.73	1
Chief Communications Officer	300029	Unified	137	$132,280.53	$168,657.69	$205,037.14	1
Chief Financial Officer	300018	Unified	140	$153,131.25	$195,242.36	$237,356.13	1
Chief Human Resources Officer	300035	Unified	139	$145,839.30	$185,945.09	$226,053.45	1
Chief of Police	300036	Unified	135	$119,982.34	$152,977.50	$185,974.73	1
Chief of Staff	300009	Unified	138	$138,894.56	$177,090.56	$215,289.00	1

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Chief Operating Officer	300102	Unified	139	$145,839.30	$185,945.09	$226,053.45	2
Chief Strategy & Innovation Officer	300090	Unified	139	$145,839.30	$185,945.09	$226,053.45	1
Chief Technology Officer	300036	Unified	138	$138,894.56	$177,090.56	$215,289.00	1
Claims Analyst, Ben Med Programs, Senior	300030	Unified	119	$54,965.30	$70,080.75	$85,197.17	1
College & Career Readiness Advisor	300088	Unified	124	$70,151.20	$89,442.77	$108,735.58	55
College & Career Readiness Manager	300025	Unified	126	$77,341.69	$98,610.66	$119,880.98	9
College & Career Readiness Senior Manager	300025	Unified	128	$85,269.21	$108,718.25	$132,168.78	5
College Guidance Administrator Tm Ld	300025	Unified	114	$43,066.75	$54,910.10	$66,754.21	1
College Success Advisor	300025	Unified	122	$63,629.20	$81,127.23	$98,626.38	0
Communications Specialist, Senior	300029	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Community Relations Liaison	300028	Unified	121	$60,599.24	$77,264.03	$93,929.88	3
Compensation Analyst	300034	Unified	121	$60,599.24	$77,264.03	$93,929.88	5
Compensation Analyst, Senior	300034	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Compliance Analyst	300026	Unified	119	$54,965.30	$70,080.75	$85,197.17	2
Compliance Analyst, Senior	300026	Unified	121	$60,599.24	$77,264.03	$93,929.88	6
Compliance Representative	300027	Unified	116	$47,481.09	$60,538.39	$73,596.52	6
Computer Operator	300035	Unified	111	$37,202.68	$47,433.41	$57,664.80	2
Computer Operator, Senior	300035	Unified	112	$39,062.81	$49,805.08	$60,548.04	1
Construction Auditor, Senior	300030	Unified	123	$66,810.66	$85,183.59	$103,557.70	2
Construction Project Manager	300027	Unified	125	$73,658.75	$93,914.91	$114,172.36	4
Construction Services Representative	300027	Unified	116	$47,481.09	$60,538.39	$73,596.52	5
Controller	300030	Unified	139	$145,839.30	$185,945.09	$226,053.45	1
Cost Accountant, Senior	300030	Unified	122	$63,629.20	$81,127.23	$98,626.38	0
Counselor	300012	Unified	126	$77,341.69	$98,610.66	$119,880.98	253
Crossing Guard	300036	Unified	111	$37,202.68	$47,433.41	$57,664.80	545
CTE Advisor	300091	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
CTE Program Specialist	300024	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
CTE Programram Specialist, Senior	300025	Unified	123	$66,810.66	$85,183.59	$103,557.70	14
Curriculum Specialist	300023	Unified	125	$73,658.75	$93,914.91	$114,172.36	43
Curriculum Specialist TL	300023	Unified	126	$77,341.69	$98,610.66	$119,880.98	4
Custodian	300027	Unified	102	$29,400.00	$30,576.00	$37,171.24	900
Custodian, Senior	300027	Unified	103	$29,726.67	$32,104.80	$39,029.80	3
Customer Service Representative	300029	Unified	109	$33,743.92	$43,023.50	$52,303.67	52
Customer Service Representative, Senior	300029	Unified	110	$35,431.12	$45,174.68	$54,918.86	5

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
D							
Data Entry Clerk-School	300026	Unified	103	$29,726.67	$32,104.80	$39,029.80	10
Database Administrator	300035	Unified	126	$77,341.69	$98,610.66	$119,880.98	2
Database Administrator, Senior	300035	Unified	128	$85,269.21	$108,718.25	$132,168.78	2
DDC Controls Specialist	300028	Unified	115	$45,220.09	$57,655.61	$70,091.92	13
Dean of Instruction Elementary School	300000	Unified	125	$73,658.75	$93,914.91	$114,172.36	13
Dean of Instruction High School	300001	Unified	127	$81,208.77	$103,541.19	$125,875.02	33
Dean of Instruction Mddl School	300011	Unified	125	$73,658.75	$93,914.91	$114,172.36	14
Dean of Students High School	300009	Unified	127	$81,208.77	$103,541.19	$125,875.02	58
Dean of Students Mddl School	300011	Unified	125	$73,658.75	$93,914.91	$114,172.36	24
Deputy General Counsel	300036	Unified	133	$108,827.52	$138,755.09	$168,684.56	2
Dietitian	300031	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Digital Production Technician	300029	Unified	104	$30,098.25	$33,710.04	$40,981.30	3
Director	300025	Unified	130	$94,009.31	$119,861.87	$145,716.08	11
Director, Board Services	300083	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
Director, Counseling & Compliance	300025	Unified	130	$94,009.31	$119,861.87	$145,716.08	1
Director, Curriculum	300023	Unified	131	$98,709.77	$125,854.96	$153,001.88	4
Director, Elem Curric & Devel	300025	Unified	131	$98,709.77	$125,854.96	$153,001.88	4
Director, EMERGE	300025	Unified	130	$94,009.31	$119,861.87	$145,716.08	1
Director, External Funding	300091	Unified	130	$94,009.31	$119,861.87	$145,716.08	1
Director, Family & Community Engagement	300029	Unified	130	$94,009.31	$119,861.87	$145,716.08	1
Director, Health & Medical Services	300091	Unified	131	$98,709.77	$125,854.96	$153,001.88	2
Director, Information Technology	300036	Unified	133	$108,827.52	$138,755.09	$168,684.56	3
Director, Nutrition Services	300031	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
Director, School Office	300025	Unified	119	$54,965.30	$70,080.75	$85,197.17	8
Director, Sec Curric & Devel	300025	Unified	133	$108,827.52	$138,755.09	$168,684.56	6
Director, Soc & Emotional Learning	300034	Unified	134	$114,268.90	$145,692.84	$177,118.80	1
Director, Special Education Compliance, Instruction & Service	300092	Unified	133	$108,827.52	$138,755.09	$168,684.56	4
Director, Student Assessment	300090	Unified	133	$108,827.52	$138,755.09	$168,684.56	2
Director, Wraparound Services	300091	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
Dispatcher	300027	Unified	103	$29,726.67	$32,104.80	$39,029.80	7
District Registrar	300026	Unified	128	$85,269.21	$108,718.25	$132,168.78	1
Document Control Administrator	300028	Unified	120	$57,713.56	$73,584.79	$89,457.03	3
Dropout Prevent Case Worker	300023	Unified	112	$39,062.81	$49,805.08	$60,548.04	2

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Dyslexia Intervention TL	300090	Unified	122	$63,629.20	$81,127.23	$98,626.38	7
Dyslexia Interventionist	300090	Unified	124	$70,151.20	$89,442.77	$108,735.58	0

E

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Early Literacy Reading Specialist	300102	Unified	122	$63,629.20	$81,127.23	$98,626.38	11
Education Technology Specialist	300036	Unified	124	$70,151.20	$89,442.77	$108,735.58	5
Education Technology Specialist, Senior	300036	Unified	126	$77,341.69	$98,610.66	$119,880.98	1
EIR Instructional Coaching Program Mgr	300103	Unified	126	$77,341.69	$98,610.66	$119,880.98	1
EIR Lead Instructional Coach	300103	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Electrician	300028	Unified	115	$45,220.09	$57,655.61	$70,091.92	35
Electrician, Senior	300028	Unified	116	$47,481.09	$60,538.39	$73,596.52	2
Environmental Consulting TL	300037	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
E-Rate Functional Manager	300100	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Ethics & Compliance Analyst	300094	Unified	123	$66,810.66	$85,183.59	$103,557.70	1
Exec Director, Equity & Outreach	300091	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Exec Director, Special Populations	300104	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Executive Administrative Assistant	300026	Unified	114	$43,066.75	$54,910.10	$66,754.21	17
Executive Administrative Assistant, Senior	300026	Unified	116	$47,481.09	$60,538.39	$73,596.52	17
Executive Assistant to the Supt	300026	Unified	119	$54,965.30	$70,080.75	$85,197.17	1
Executive Chef	300031	Unified	126	$77,341.69	$98,610.66	$119,880.98	1
Executive Director, College Readiness	300025	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Executive Director, Counseling & Compliance	300097	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Executive Director, Innovation & Post-Sec Prg	300092	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Executive Director, Leadership Dvlpmt	300038	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Executive Director, Multilingual Programrm	300024	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Executive Director, School Choice	300025	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Executive Director, Special Education	300024	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Exterminator	300027	Unified	106	$30,971.10	$37,165.32	$45,181.88	2

F

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Facilities Services Business Manager	300098	Unified	119	$54,965.30	$70,080.75	$85,197.17	1
Family & Commun Engagement Specialist	300029	Unified	118	$52,347.90	$66,743.57	$81,140.16	13
Fencing Repairer	300028	Unified	102	$29,400.00	$30,576.00	$37,171.24	2
Field Safety Inspector	300037	Unified	111	$37,202.68	$47,433.41	$57,664.80	5
Field Safety TL	300037	Unified	118	$52,347.90	$66,743.57	$81,140.16	1

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Finance Compliance Analyst, Senior	300030	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Finance Database Technician	300030	Unified	114	$43,066.75	$54,910.10	$66,754.21	1
Finance Operations Trainer, Senior	300105	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Fire Extinguish Technician	300028	Unified	107	$31,470.63	$39,023.59	$47,440.97	1
Food Literacy Inclusion School Liaison	300100	Unified	117	$49,855.14	$63,565.31	$77,276.34	1
Food Service Attendant	300031	Unified	102	$29,400.00	$30,576.00	$37,171.24	###
Food Service Attendant TL	300031	Unified	104	$30,098.25	$33,710.04	$40,981.30	54
Food Service Attendant TL, Senior	300031	Unified	107	$31,470.63	$39,023.59	$47,440.97	160
Food Service Production Attendant	300030	Unified	101	$29,120.00	$29,120.00	$29,120.00	1
Food Service Quality Control Representative	300030	Unified	109	$33,743.92	$43,023.50	$52,303.67	7

G

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
General Clerk I	300026	Unified	103	$29,726.67	$32,104.80	$39,029.80	127
General Clerk II	300026	Unified	104	$30,098.25	$33,710.04	$40,981.30	346
General Clerk III	300026	Unified	105	$30,513.40	$35,395.54	$43,030.36	539
General Counsel	300036	Unified	139	$145,839.30	$185,945.09	$226,053.45	1
General Manager, Benefits	300030	Unified	132	$103,645.27	$132,147.70	$160,651.97	1
General Manager, Bus Operations Strat Engmnt & Outreach	300082	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Business Solutions	300082	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Communications	300029	Unified	131	$98,709.77	$125,854.96	$153,001.88	2
General Manager, Construction	300027	Unified	132	$103,645.27	$132,147.70	$160,651.97	1
General Manager, Customer Care & Operations	300084	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Facil Bus Solutions	300028	Unified	132	$103,645.27	$132,147.70	$160,651.97	2
General Manager, Facil Maint & Operations	300027	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Facilities Design	300028	Unified	132	$103,645.27	$132,147.70	$160,651.97	1
General Manager, HR Business & Financial Operations	300035	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Human Resources	300034	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Medicaid Finance	300030	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Nutrition Services	300083	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Operations	300083	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Purchasing	300030	Unified	129	$89,532.67	$114,154.16	$138,777.22	1
General Manager, Strategy & Innovation	300097	Unified	131	$98,709.77	$125,854.96	$153,001.88	1
General Manager, Transport	300038	Unified	132	$103,645.27	$132,147.70	$160,651.97	1
GIS Analyst	300026	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Glazier	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	5

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Grant Program Manager	300025	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Grants Administrator	300024	Unified	118	$52,347.90	$66,743.57	$81,140.16	15
Grants Administrator, Senior	300105	Unified	120	$57,713.56	$73,584.79	$89,457.03	1
Grants Developer	300024	Unified	115	$45,220.09	$57,655.61	$70,091.92	1
Graphic Designer	300029	Unified	111	$37,202.68	$47,433.41	$57,664.80	3
Graphic Designer, Senior	300029	Unified	114	$43,066.75	$54,910.10	$66,754.21	2
Grounds Maintenance TL	300028	Unified	111	$37,202.68	$47,433.41	$57,664.80	6
Grounds Worker	300027	Unified	102	$29,400.00	$30,576.00	$37,171.24	48

H

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Hazardous Material Inspector	300028	Unified	110	$35,431.12	$45,174.68	$54,918.86	9
Health & Medical Services Manager	300034	Unified	126	$77,341.69	$98,610.66	$119,880.98	5
Heavy Equipment Operator	300028	Unified	111	$37,202.68	$47,433.41	$57,664.80	1
Helper, All Sports	300037	Unified	101	$29,120.00	$29,120.00	$29,120.00	15
High School Graduation Coach	300025	Unified	120	$57,713.56	$73,584.79	$89,457.03	17
HIPPY Program Specialist	300092	Unified	117	$49,855.14	$63,565.31	$77,276.34	6
Human Resources Assistant	300034	Unified	111	$37,202.68	$47,433.41	$57,664.80	1
Human Resources Assistant, Senior	300034	Unified	112	$39,062.81	$49,805.08	$60,548.04	2
Human Resources Business Partner	300035	Unified	120	$57,713.56	$73,584.79	$89,457.03	10
Human Resources Business Partner Assistant	300035	Unified	111	$37,202.68	$47,433.41	$57,664.80	2
Human Resources Business Partner Associate	300097	Unified	113	$41,015.95	$52,295.34	$63,575.44	11
Human Resources Certification Associate	300035	Unified	113	$41,015.95	$52,295.34	$63,575.44	1
Human Resources Operations TL	300035	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Human Resources Representative	300034	Unified	111	$37,202.68	$47,433.41	$57,664.80	9
Human Resources TL	300034	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
HVAC Repairer, Senior	300028	Unified	115	$45,220.09	$57,655.61	$70,091.92	73

I

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
IAT Manager	300085	Unified	125	$73,658.75	$93,914.91	$114,172.36	9
Imaging Quality Assurance Technician	300029	Unified	109	$33,743.92	$43,023.50	$52,303.67	2
Imaging Technician I	300029	Unified	104	$30,098.25	$33,710.04	$40,981.30	3
Imaging TL	300029	Unified	114	$43,066.75	$54,910.10	$66,754.21	1
Indoor Air Quality Inspector	300037	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
Information Analysis & Utilization Manager	300025	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Information Center Representative	300029	Unified	104	$30,098.25	$33,710.04	$40,981.30	1

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Information Center Representative, Senior	300029	Unified	106	$30,971.10	$37,165.32	$45,181.88	1
Information Modeler, Senior	300035	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Information Security Analyst	300035	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Information Security Engineer, Senior	300035	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Instructional Specialist	300024	Unified	123	$66,810.66	$85,183.59	$103,557.70	55
Instructional Technologist	300036	Unified	124	$70,151.20	$89,442.77	$108,735.58	6
Insulator	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	5
Intensive Mental Health Specialist	300100	Unified	120	$57,713.56	$73,584.79	$89,457.03	11
Intermediate Application Support Representative	300036	Unified	114	$43,066.75	$54,910.10	$66,754.21	2
Intermediate Business Systems Analyst	300035	Unified	121	$60,599.24	$77,264.03	$93,929.88	3
Intermediate IT Customer Service Representative	300035	Unified	115	$45,220.09	$57,655.61	$70,091.92	89
Intermediate Platform Systems Administrator	300036	Unified	120	$57,713.56	$73,584.79	$89,457.03	1
Intermediate Technology Trainer	300036	Unified	114	$43,066.75	$54,910.10	$66,754.21	2
Intern, Licensed Specialist in School Psychology	300034	Unified	101	$29,120.00	$29,120.00	$29,120.00	3
Internal Auditor	300030	Unified	119	$54,965.30	$70,080.75	$85,197.17	4
Internal Auditor, Senior	300030	Unified	122	$63,629.20	$81,127.23	$98,626.38	4
Interventions Office Director	300083	Unified	128	$85,269.21	$108,718.25	$132,168.78	2
Investigator	300034	Unified	122	$63,629.20	$81,127.23	$98,626.38	6
Investigator TL	300086	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
IT Auditor, Senior	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
IT Customer Service Representative	300036	Unified	114	$43,066.75	$54,910.10	$66,754.21	10
IT Customer Service Specialist, Senior	300036	Unified	118	$52,347.90	$66,743.57	$81,140.16	3
IT Functional Manager	300082	Unified	129	$89,532.67	$114,154.16	$138,777.22	1
IT Team Manager	300036	Unified	129	$89,532.67	$114,154.16	$138,777.22	4

J

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
JROTC Program Administrator	300037	Unified	116	$47,481.09	$60,538.39	$73,596.52	2
JROTC Program Administrator TL	300037	Unified	118	$52,347.90	$66,743.57	$81,140.16	1

L

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Lead Business Systems Analyst	300092	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Lead Parent Tutor-HIPPY Program	300029	Unified	104	$30,098.25	$33,710.04	$40,981.30	1
Lecturer	300031	Unified	118	$52,347.90	$66,743.57	$81,140.16	527
Legal Assistant, Senior	300036	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Librarian	300000	Unified	122	$63,629.20	$81,127.23	$98,626.38	0

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Licensed Specialist in School Psychology	300006	Unified	126	$77,341.69	$98,610.66	$119,880.98	41
Licensed Specialist in School Psychology, Trainee	300034	Unified	120	$57,713.56	$73,584.79	$89,457.03	2
Locksmith	300028	Unified	111	$37,202.68	$47,433.41	$57,664.80	1
Logistics Manager	300028	Unified	125	$73,658.75	$93,914.91	$114,172.36	1

M

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Magnet Program Specialist	300025	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Mailroom Attendant	300029	Unified	103	$29,726.67	$32,104.80	$39,029.80	2
Maintenance Helper	300028	Unified	101	$29,120.00	$29,120.00	$29,120.00	7
Maintenance Planner	300027	Unified	115	$45,220.09	$57,655.61	$70,091.92	4
Maintenance Repairer	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	106
Maintenance TL	300028	Unified	119	$54,965.30	$70,080.75	$85,197.17	21
Manager, Accounting	300030	Unified	125	$73,658.75	$93,914.91	$114,172.36	3
Manager, Administrative Services	300029	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, After School Programs	300037	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, Business Operations Training	300038	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, Cent Recruitment Services	300035	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, College/Career Guidance	300024	Unified	125	$73,658.75	$93,914.91	$114,172.36	3
Manager, Construction Audit	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Manager, Curriculum	300023	Unified	126	$77,341.69	$98,610.66	$119,880.98	8
Manager, Data Quality	300025	Unified	124	$70,151.20	$89,442.77	$108,735.58	2
Manager, Early Literacy Initiative	300101	Unified	126	$77,341.69	$98,610.66	$119,880.98	1
Manager, Environmental Consulting	300037	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Manager, Environmental Services	300028	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, External Sales & Prod Operations	300029	Unified	123	$66,810.66	$85,183.59	$103,557.70	1
Manager, Facilities FF&E	300027	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Manager, Food Service Café	300031	Unified	113	$41,015.95	$52,295.34	$63,575.44	10
Manager, FS Student Eligibility Operations	300030	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Manager, Graphic Design	300029	Unified	123	$66,810.66	$85,183.59	$103,557.70	1
Manager, HIPPY Program	300029	Unified	123	$66,810.66	$85,183.59	$103,557.70	2
Manager, Information Center	300029	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Manager, Internal Audit	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Manager, IT	300036	Unified	129	$89,532.67	$114,154.16	$138,777.22	13
Manager, Medicaid Services	300030	Unified	124	$70,151.20	$89,442.77	$108,735.58	3
Manager, Multilingual Program	300024	Unified	126	$77,341.69	$98,610.66	$119,880.98	1

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Manager, Multimedia	300029	Unified	124	$70,151.20	$89,442.77	$108,735.58	2
Manager, NS Quality Assurance	300031	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Manager, Nutrition Services Operations	300031	Unified	120	$57,713.56	$73,584.79	$89,457.03	22
Manager, PBIS	300034	Unified	126	$77,341.69	$98,610.66	$119,880.98	1
Manager, Perf & Cont Improvement	300035	Unified	125	$73,658.75	$93,914.91	$114,172.36	9
Manager, Plant Production	300029	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Manager, Police Dispatch	300036	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Manager, Record and Info Management	300026	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Manager, Research & Account	300037	Unified	125	$73,658.75	$93,914.91	$114,172.36	4
Manager, Safety & Emergency Management	300037	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, School Choice	300024	Unified	125	$73,658.75	$93,914.91	$114,172.36	2
Manager, Special Education Program	300024	Unified	125	$73,658.75	$93,914.91	$114,172.36	4
Manager, Stadium	300037	Unified	116	$47,481.09	$60,538.39	$73,596.52	4
Manager, Strategic Communications	300029	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, Student Assessment	300037	Unified	125	$73,658.75	$93,914.91	$114,172.36	5
Manager, Student Assistance	300084	Unified	125	$73,658.75	$93,914.91	$114,172.36	3
Manager, Student Records	300026	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Manager, Student Transfer	300026	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, Teacher Development	300038	Unified	125	$73,658.75	$93,914.91	$114,172.36	9
Manager, Test Materials Center Logistics	300037	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Manager, Translation Services	300029	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Manager, Transportation Reporting	300038	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Manager, Virtual Instruction Program	300091	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Manager, Warehouse	300038	Unified	116	$47,481.09	$60,538.39	$73,596.52	4
Manager, Workers' Compensation	300037	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Manager, Wraparound Services	300085	Unified	125	$73,658.75	$93,914.91	$114,172.36	26
Master Electrician	300028	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
Master Plumber	300028	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
Media Relations Spclst	300029	Unified	117	$49,855.14	$63,565.31	$77,276.34	1
Media Relations Specialist, Senior	300029	Unified	119	$54,965.30	$70,080.75	$85,197.17	1
Medicaid Account Manager	300030	Unified	119	$54,965.30	$70,080.75	$85,197.17	2
Medicaid Implementation Administrator	300030	Unified	118	$52,347.90	$66,743.57	$81,140.16	10
Medicaid Network Administrator	300030	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Micro Bus Driver	300098	Unified	106	$30,971.10	$37,165.32	$45,181.88	16
Migrant Program Representative	300024	Unified	105	$30,513.40	$35,395.54	$43,030.36	2

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Multilingual Program Specialist	300025	Unified	122	$63,629.20	$81,127.23	$98,626.38	17
Multilingual Program TL	300025	Unified	124	$70,151.20	$89,442.77	$108,735.58	8
Multimedia Operations Specialist, Senior	300104	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Music Therapist	300034	Unified	117	$49,855.14	$63,565.31	$77,276.34	1

N

Network Operations Control Analyst	300036	Unified	121	$60,599.24	$77,264.03	$93,929.88	5
Network Operations Control Analyst, Senior	300036	Unified	122	$63,629.20	$81,127.23	$98,626.38	2
Network Systems Administrator	300036	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Network Systems Engineer, Senior	300036	Unified	126	$77,341.69	$98,610.66	$119,880.98	1
New Teacher Coach	300085	Unified	123	$66,810.66	$85,183.59	$103,557.70	11
Non-Instructiontional Aide	300024	Unified	102	$29,400.00	$30,576.00	$37,171.24	52
NS Chef Trainer	300084	Unified	114	$43,066.75	$54,910.10	$66,754.21	5
Nurse	300000	Unified	122	$63,629.20	$81,127.23	$98,626.38	274
Nurse Consultant	300034	Unified	124	$70,151.20	$89,442.77	$108,735.58	3
Nutri & Phys Activity Education Manager	300093	Unified	123	$66,810.66	$85,183.59	$103,557.70	1

O

Officer, Academic Instruction Technician	300103	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Officer, Budget & Financial Planning	300085	Unified	135	$119,982.34	$152,977.50	$185,974.73	1
Officer, Business Logistics & Purchasing	300082	Unified	135	$119,982.34	$152,977.50	$185,974.73	1
Officer, Curriculum & Instruction	300025	Unified	133	$108,827.52	$138,755.09	$168,684.56	2
Officer, Human Capital	300035	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Officer, Leadership Dev	300038	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Officer, Nutrition Services	300082	Unified	132	$103,645.27	$132,147.70	$160,651.97	1
Officer, Research	300037	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Officer, Special Populations	300088	Unified	135	$119,982.34	$152,977.50	$185,974.73	1
Officer, Student Assessment	300088	Unified	133	$108,827.52	$138,755.09	$168,684.56	1
Onboarding Program Specialist	300035	Unified	120	$57,713.56	$73,584.79	$89,457.03	2
On-Line Training Spec (PDCS)	300038	Unified	120	$57,713.56	$73,584.79	$89,457.03	4
Operations Site TL	300097	Unified	113	$41,015.95	$52,295.34	$63,575.44	15
Operations Trainer, Senior	300038	Unified	116	$47,481.09	$60,538.39	$73,596.52	3
Org Development Programram Specialist	300035	Unified	120	$57,713.56	$73,584.79	$89,457.03	3
Outreach Worker	300025	Unified	118	$52,347.90	$66,743.57	$81,140.16	13

Proposed Class List By Title

Houston Independent School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
P							
Paint & Body Repair Technician	300038	Unified	108	$32,137.07	$40,974.77	$49,813.02	1
Painter	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	22
Parent Engagement Representative	300028	Unified	122	$63,629.20	$81,127.23	$98,626.38	42
Parent Tutor-HIPPY Program	300029	Unified	101	$29,120.00	$29,120.00	$29,120.00	35
Parent/Community Liaison	300025	Unified	110	$35,431.12	$45,174.68	$54,918.86	6
Partnership Liaison	300028	Unified	116	$47,481.09	$60,538.39	$73,596.52	2
Parts Technician	300038	Unified	106	$30,971.10	$37,165.32	$45,181.88	10
Payroll Analyst, Senior	300030	Unified	117	$49,855.14	$63,565.31	$77,276.34	2
Payroll Clerk	300026	Unified	108	$32,137.07	$40,974.77	$49,813.02	1
Payroll Technician	300030	Unified	110	$35,431.12	$45,174.68	$54,918.86	1
Payroll Technology Specialist	300030	Unified	123	$66,810.66	$85,183.59	$103,557.70	1
Permit and Inspection Administrator	300027	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Pest Control TL	300027	Unified	110	$35,431.12	$45,174.68	$54,918.86	1
Plant Operator	300027	Unified	110	$35,431.12	$45,174.68	$54,918.86	241
Plant Operator, Senior	300027	Unified	112	$39,062.81	$49,805.08	$60,548.04	52
Plant Production TL	300029	Unified	113	$41,015.95	$52,295.34	$63,575.44	2
Plasterer	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	1
Platform Systems Administrator	300036	Unified	126	$77,341.69	$98,610.66	$119,880.98	6
Platform Systems Administrator, Senior	300036	Unified	127	$81,208.77	$103,541.19	$125,875.02	3
Plumber	300028	Unified	113	$41,015.95	$52,295.34	$63,575.44	19
Plumber, Senior	300028	Unified	115	$45,220.09	$57,655.61	$70,091.92	1
Police Captain	300089	Unified	127	$81,208.77	$103,541.19	$125,875.02	3
Police Dispatcher	300036	Unified	110	$35,431.12	$45,174.68	$54,918.86	8
Police Dispatcher, Senior	300037	Unified	112	$39,062.81	$49,805.08	$60,548.04	3
Police Officer	300037	Unified	117	$49,855.14	$63,565.31	$77,276.34	185
Police Sergeant	300037	Unified	120	$57,713.56	$73,584.79	$89,457.03	19
Policy Administration Analyst	300036	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
Press Opr,Large Form, 4 Color	300029	Unified	111	$37,202.68	$47,433.41	$57,664.80	2
Press Secretary	300029	Unified	130	$94,009.31	$119,861.87	$145,716.08	1
Principal	300033	Unified	130	$94,009.31	$119,861.87	$145,716.08	14
Principal, Assistant Elem	300012	Unified	126	$77,341.69	$98,610.66	$119,880.98	112
Principal, Assistant High School	300013	Unified	128	$85,269.21	$108,718.25	$132,168.78	106
Principal, Assistant Middle School	300013	Unified	127	$81,208.77	$103,541.19	$125,875.02	78

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Principal, ECH	300003	Unified	130	$94,009.31	$119,861.87	$145,716.08	3
Principal, Elementary School	300010	Unified	130	$94,009.31	$119,861.87	$145,716.08	163
Principal, High School	300013	Unified	134	$114,268.90	$145,692.84	$177,118.80	47
Principal, Middle School	300012	Unified	131	$98,709.77	$125,854.96	$153,001.88	45
Principal, MS/ES	300013	Unified	131	$98,709.77	$125,854.96	$153,001.88	2
ProCard Representative	300030	Unified	110	$35,431.12	$45,174.68	$54,918.86	3
Producer/Director	300029	Unified	113	$41,015.95	$52,295.34	$63,575.44	1
Producer/Director, Senior	300029	Unified	115	$45,220.09	$57,655.61	$70,091.92	5
Prof Development Design Specialist	300038	Unified	123	$66,810.66	$85,183.59	$103,557.70	7
Prof Development Operations TL	300038	Unified	124	$70,151.20	$89,442.77	$108,735.58	2
Profess Training Specialist	300038	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Professional Standards Analyst	300034	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Program Manager	300026	Unified	124	$70,151.20	$89,442.77	$108,735.58	5
Program Manager, Commun Partnership Grant (MAS)	300096	Unified	123	$66,810.66	$85,183.59	$103,557.70	2
Project Explore Advisor	300091	Unified	122	$63,629.20	$81,127.23	$98,626.38	24
Project Explore Manager	300091	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Public Information Assistant TL	300036	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
Purchasing Analyst	300093	Unified	118	$52,347.90	$66,743.57	$81,140.16	1

Q

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Quality Assurance Analyst	300028	Unified	114	$43,066.75	$54,910.10	$66,754.21	4
Quality Assurance Analyst, Senior	300036	Unified	122	$63,629.20	$81,127.23	$98,626.38	1

R

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Receptionist	300026	Unified	102	$29,400.00	$30,576.00	$37,171.24	13
Records Center TL	300026	Unified	111	$37,202.68	$47,433.41	$57,664.80	1
Recruiter	300035	Unified	120	$57,713.56	$73,584.79	$89,457.03	3
Recruiter, Senior	300035	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Registrar	300000	Unified	121	$60,599.24	$77,264.03	$93,929.88	32
Research & Development Chef	300085	Unified	123	$66,810.66	$85,183.59	$103,557.70	1
Research Specialist	300037	Unified	120	$57,713.56	$73,584.79	$89,457.03	9
Research Specialist, Senior	300037	Unified	121	$60,599.24	$77,264.03	$93,929.88	6
Retirement Counselor, Senior	300030	Unified	120	$57,713.56	$73,584.79	$89,457.03	1
Risk Management Trainer	300038	Unified	117	$49,855.14	$63,565.31	$77,276.34	1
Roofer	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	4

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
S							
SAP Workflow Administrator	300085	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
School Business Manager	300030	Unified	118	$52,347.90	$66,743.57	$81,140.16	28
School Nutrition & Agricultural Science Area Manager	300098	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
School Support Officer	300025	Unified	130	$94,009.31	$119,861.87	$145,716.08	27
Security Guard	300037	Unified	104	$30,098.25	$33,710.04	$40,981.30	18
Security Guard TL	300037	Unified	105	$30,513.40	$35,395.54	$43,030.36	1
Selection Specialist	300035	Unified	120	$57,713.56	$73,584.79	$89,457.03	2
Selection Specialist, Senior	300035	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Senior Manage, Investigations Title IX & Background	300104	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Academic & Career Counseling	300025	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Academics	300025	Unified	127	$81,208.77	$103,541.19	$125,875.02	5
Senior Manager, Accounting	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	5
Senior Manager, Administrative Services	300029	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, ATM Project	300092	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Behavioral Intervention	300034	Unified	127	$81,208.77	$103,541.19	$125,875.02	4
Senior Manager, Benefits Administration	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Benefits Medical Programs	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Benefits Support	300092	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Budgeting	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	3
Senior Manager, Charter School Business Office	300105	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, College/Career Guidance	300095	Unified	127	$81,208.77	$103,541.19	$125,875.02	6
Senior Manager, Commun Partnership Grant (MAS)	300096	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Compensation	300034	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Construction Services	300027	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Customeromer Care & Operations	300080	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Dyslexia	300090	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, EMERGE	300025	Unified	127	$81,208.77	$103,541.19	$125,875.02	2
Senior Manager, FACE	300084	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Facilities Design	300028	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Facilities Maintenance	300028	Unified	126	$77,341.69	$98,610.66	$119,880.98	3
Senior Manager, Fed & State Compliance	300026	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Fleet Operations	300038	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Grant Development	300024	Unified	127	$81,208.77	$103,541.19	$125,875.02	1

Proposed Class List By Title

Houston Independent School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Senior Manager, HRIS	300035	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Human Resource Business Partners	300035	Unified	127	$81,208.77	$103,541.19	$125,875.02	3
Senior Manager, Innovation	300093	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, IT	300036	Unified	131	$98,709.77	$125,854.96	$153,001.88	8
Senior Manager, JROTC	300037	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Leadership Development	300038	Unified	127	$81,208.77	$103,541.19	$125,875.02	3
Senior Manager, Multilingual Programram	300084	Unified	127	$81,208.77	$103,541.19	$125,875.02	7
Senior Manager, NS Compliance & Accountability	300088	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Nutrition Services	300030	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Operations	300028	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Payroll	300030	Unified	126	$77,341.69	$98,610.66	$119,880.98	1
Senior Manager, Postsecondary Programming	300093	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Professional Development	300096	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Project Explore	300093	Unified	127	$81,208.77	$103,541.19	$125,875.02	2
Senior Manager, PSD Dsgn, Media,Online	300038	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Quality Assurance	300085	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Real Estate	300028	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Recruitment & Selection	300035	Unified	127	$81,208.77	$103,541.19	$125,875.02	2
Senior Manager, Risk Management	300037	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, ROSES Project	300096	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Special Education Services	300025	Unified	127	$81,208.77	$103,541.19	$125,875.02	7
Senior Manager, Special Education Services District Wide	300024	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Student Assistance	300093	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Supp Manag&Cntrt Administrator	300027	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Teacher Development-ACP	300038	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Technology Strategic Plannning	300091	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Transp Term & Safety	300038	Unified	127	$81,208.77	$103,541.19	$125,875.02	5
Senior Manager, Transport Opns & Trng	300038	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, UIL	300024	Unified	127	$81,208.77	$103,541.19	$125,875.02	1
Senior Manager, Warehouse	300038	Unified	127	$81,208.77	$103,541.19	$125,875.02	2
Senior Manager, Wraparound Services	300097	Unified	127	$81,208.77	$103,541.19	$125,875.02	3
Sheet Metal Worker	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	4
Sign Language Interpreter	300024	Unified	111	$37,202.68	$47,433.41	$57,664.80	3
Site Services TL	300027	Unified	113	$41,015.95	$52,295.34	$63,575.44	1
Small Engine Repairer	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	4

Proposed Class List By Title

Houston Independent School District

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Small Engine Repairer, Senior	300028	Unified	111	$37,202.68	$47,433.41	$57,664.80	2
Social Work Manager	300094	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Social Worker	300034	Unified	123	$66,810.66	$85,183.59	$103,557.70	33
Special Education Behavior Technician	300097	Unified	115	$45,220.09	$57,655.61	$70,091.92	8
Special Education Data Analyst	300024	Unified	120	$57,713.56	$73,584.79	$89,457.03	1
Special Education Employment Representative	300024	Unified	106	$30,971.10	$37,165.32	$45,181.88	28
Special Education Manager, Accountability & Compliance	300085	Unified	127	$81,208.77	$103,541.19	$125,875.02	2
Special Education Nursing Manager	300034	Unified	125	$73,658.75	$93,914.91	$114,172.36	1
Special Education Parent Liaison	300024	Unified	118	$52,347.90	$66,743.57	$81,140.16	5
Special Education Program Specialist	300024	Unified	124	$70,151.20	$89,442.77	$108,735.58	34
Special Education Program Specialist TL	300024	Unified	125	$73,658.75	$93,914.91	$114,172.36	19
Special Events/Communications Planner	300029	Unified	120	$57,713.56	$73,584.79	$89,457.03	4
Special Pops Program Specialist, Senior	300025	Unified	121	$60,599.24	$77,264.03	$93,929.88	13
Specialist Business Analyst	300035	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Specialist Database Administrator	300035	Unified	129	$89,532.67	$114,154.16	$138,777.22	2
Specialist Inform Security Engr	300035	Unified	129	$89,532.67	$114,154.16	$138,777.22	1
Specialist IT Customer Service Specialist	300036	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Specialist Network Systems Engineer	300036	Unified	128	$85,269.21	$108,718.25	$132,168.78	2
Specialist Platform Systems Administrator	300036	Unified	128	$85,269.21	$108,718.25	$132,168.78	1
Specialist, Applications Developer	300035	Unified	126	$77,341.69	$98,610.66	$119,880.98	13
Specialist, Business Systems Analyst	300035	Unified	128	$85,269.21	$108,718.25	$132,168.78	6
Specialist, Eval-Bilingual	300006	Unified	125	$73,658.75	$93,914.91	$114,172.36	33
Specialist, Eval-ED Cert	300006	Unified	125	$73,658.75	$93,914.91	$114,172.36	89
Speech Therapist	300011	Unified	124	$70,151.20	$89,442.77	$108,735.58	63
Speech Therapy Assistant	300034	Unified	122	$63,629.20	$81,127.23	$98,626.38	23
Stadium Worker	300037	Unified	102	$29,400.00	$30,576.00	$37,171.24	6
Stadium Worker TL	300037	Unified	108	$32,137.07	$40,974.77	$49,813.02	3
Strategic Communications Specialist	300029	Unified	122	$63,629.20	$81,127.23	$98,626.38	2
Student Assessment Data Specialist	300090	Unified	124	$70,151.20	$89,442.77	$108,735.58	24
Student Assessment Data Specialist TL	300092	Unified	125	$73,658.75	$93,914.91	$114,172.36	9
Student Case Worker	300025	Unified	118	$52,347.90	$66,743.57	$81,140.16	9
Student Information and Report Analyst	300026	Unified	120	$57,713.56	$73,584.79	$89,457.03	1
Student Information Representative	300026	Unified	116	$47,481.09	$60,538.39	$73,596.52	239
Student Information Representative, Senior	300026	Unified	118	$52,347.90	$66,743.57	$81,140.16	12
Student Records Specialist	300100	Unified	118	$52,347.90	$66,743.57	$81,140.16	1

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Student Recruiter, EMERGE	300091	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Student Transfer Analyst	300026	Unified	120	$57,713.56	$73,584.79	$89,457.03	2
Student Worker	300024	Unified	101	$29,120.00	$29,120.00	$29,120.00	38
Substance Control Representative	300036	Unified	112	$39,062.81	$49,805.08	$60,548.04	1
Superintendent of Schools	300005	Unified	140	$153,131.25	$195,242.36	$237,356.13	1
Supplier Diversity Specialist	300026	Unified	120	$57,713.56	$73,584.79	$89,457.03	1

T

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Tax Specialist	300030	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Teacher Development Specialist	300038	Unified	123	$66,810.66	$85,183.59	$103,557.70	147
Teacher Leader Program Coordinator	300038	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Teacher Leader Program CS TL	300038	Unified	122	$63,629.20	$81,127.23	$98,626.38	1
Teacher, Associate	300031	Unified	103	$29,726.67	$32,104.80	$39,029.80	###
Teaching Assistant	300024	Unified	104	$30,098.25	$33,710.04	$40,981.30	###
Technology Project Manager	300036	Unified	126	$77,341.69	$98,610.66	$119,880.98	2
Technology Solutions Architect, Senior	300036	Unified	133	$108,827.52	$138,755.09	$168,684.56	3
Technology Trainer	300036	Unified	116	$47,481.09	$60,538.39	$73,596.52	1
Technology Trainer, Senior	300036	Unified	118	$52,347.90	$66,743.57	$81,140.16	1
Telecom Repairer	300028	Unified	113	$41,015.95	$52,295.34	$63,575.44	10
Telecoms Repairer, Senior	300028	Unified	115	$45,220.09	$57,655.61	$70,091.92	10
Telecoms TL	300028	Unified	117	$49,855.14	$63,565.31	$77,276.34	2
Tile Setter	300028	Unified	109	$33,743.92	$43,023.50	$52,303.67	2
Tractor Operator	300027	Unified	105	$30,513.40	$35,395.54	$43,030.36	33
Training and Professional Development Administrator	300037	Unified	121	$60,599.24	$77,264.03	$93,929.88	1
Translator	300029	Unified	113	$41,015.95	$52,295.34	$63,575.44	4
Transport Attendant	300038	Unified	102	$29,400.00	$30,576.00	$37,171.24	165
Transport Field Safety Investigator	300037	Unified	108	$32,137.07	$40,974.77	$49,813.02	11
Transport Foreman	300038	Unified	117	$49,855.14	$63,565.31	$77,276.34	3
Transport Mechanic	300038	Unified	110	$35,431.12	$45,174.68	$54,918.86	4
Transport Mechanic Expert	300038	Unified	114	$43,066.75	$54,910.10	$66,754.21	5
Transport Mechanic Helper	300038	Unified	102	$29,400.00	$30,576.00	$37,171.24	20
Transport Mechanic TL	300038	Unified	115	$45,220.09	$57,655.61	$70,091.92	10
Transport Mechanic, Senior	300038	Unified	113	$41,015.95	$52,295.34	$63,575.44	49
Transport Routing Technician	300038	Unified	108	$32,137.07	$40,974.77	$49,813.02	7
Transportation Foreman, Senior	300099	Unified	119	$54,965.30	$70,080.75	$85,197.17	1

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Transportation Reporting & Analytics Administrator	300038	Unified	114	$43,066.75	$54,910.10	$66,754.21	1
Travel Services Representative	300030	Unified	111	$37,202.68	$47,433.41	$57,664.80	1
Treasurer	300030	Unified	126	$77,341.69	$98,610.66	$119,880.98	2
Treasury Analyst, Senior	300030	Unified	123	$66,810.66	$85,183.59	$103,557.70	1
Tree Pruner	300028	Unified	104	$30,098.25	$33,710.04	$40,981.30	6
Truck Driver	300038	Unified	106	$30,971.10	$37,165.32	$45,181.88	11

U

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
UIL Program Specialist	300024	Unified	122	$63,629.20	$81,127.23	$98,626.38	3
Unemployment Compensation Administrator	300037	Unified	117	$49,855.14	$63,565.31	$77,276.34	1
Upholsterer	300038	Unified	108	$32,137.07	$40,974.77	$49,813.02	2
User Device Administrator, Senior	300036	Unified	119	$54,965.30	$70,080.75	$85,197.17	2
User Device Technician	300036	Unified	115	$45,220.09	$57,655.61	$70,091.92	6

V

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Vehicle Maintenance Assistant	300038	Unified	102	$29,400.00	$30,576.00	$37,171.24	1
Vendor Representative	300027	Unified	110	$35,431.12	$45,174.68	$54,918.86	10
VIPS Program Administrator	300029	Unified	116	$47,481.09	$60,538.39	$73,596.52	1

W

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Warehouser	300038	Unified	104	$30,098.25	$33,710.04	$40,981.30	42
Warehouser Driver	300038	Unified	105	$30,513.40	$35,395.54	$43,030.36	30
Warehouser TL	300038	Unified	109	$33,743.92	$43,023.50	$52,303.67	10
Warranty Representative	300038	Unified	114	$43,066.75	$54,910.10	$66,754.21	1
Web & Social Media Developer TL	300029	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Web Content Administrator	300029	Unified	124	$70,151.20	$89,442.77	$108,735.58	1
Web Designer	300029	Unified	122	$63,629.20	$81,127.23	$98,626.38	4
Web Press Operator	300029	Unified	109	$33,743.92	$43,023.50	$52,303.67	1
Welder	300028	Unified	110	$35,431.12	$45,174.68	$54,918.86	3
Workers' Compensation Specialist	300037	Unified	117	$49,855.14	$63,565.31	$77,276.34	3
Wraparound Resource Specialist	300085	Unified	118	$52,347.90	$66,743.57	$81,140.16	205
Writer	300029	Unified	113	$41,015.95	$52,295.34	$63,575.44	1
Writer, Senior	300029	Unified	116	$47,481.09	$60,538.39	$73,596.52	2

617 Job Classes