

A stylized map of Texas is the background. The left side is light blue with a white star, and the right side is light red. The text 'WSD' is in large red letters, and 'Windham School District' is in white text on the red side.

WINDHAM SCHOOL DISTRICT

BUDGET

AND

SALARY SCHEDULE

2010-2011



WINDHAM SCHOOL DISTRICT

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WINDHAM SCHOOL DISTRICT

BUDGET SUMMARY 2010-2011

Regular Programs (TEA)

	Estimated Expense 2010	Budgeted 2011
Salaries	58,552,813	61,279,117
Capital/Minor Equipment	624,079	2,545,621
Operating	3,635,099	4,657,395
ERP PeopleSoft Project	1,190,817	191,364
Total Regular Programs (TEA)	\$ 64,002,808	\$ 68,673,497

Special Programs (TEA)

	Estimated Expense 2010	Budgeted 2011
Total Special Programs (TEA)	\$ 2,147,681	\$ 2,040,524

Special Programs (Federal)

	Estimated Expense 2010	Budgeted 2011
Total Special Programs (Federal)	\$ 2,292,940	\$ 2,045,918

MOU Programs (Post-Secondary, Educational & Recreation and Echo)

	Estimated Expense 2010	Budgeted 2011
Total MOU Programs	\$ 7,026,929	\$6,929,762

TOTAL WSD PROGRAMS

	Estimated Expense 2010	Budgeted 2011
TOTAL WSD PROGRAMS	\$ 75,470,358	\$ 79,689,701



WINDHAM SCHOOL DISTRICT

REGULAR PROGRAMS BUDGET 2010-2011

	Estimated Expense 2010	Budgeted 2011
Salaries	\$ 58,552,813	\$ 61,279,117
Capital/Minor Equipment		
Computer Equipment & Software Capital	147,055	0
Computer/Software Non-Capital	125,929	222,863
Telecommunications Items	110	0
Transportation Items	0	183,800
Equipment & Other Non-Capital	350,985	2,138,958
Total Equipment	\$ 624,079	\$ 2,545,621
Operating		
OASI Payments	791,962	812,637
Workers Comp Payments	181,678	207,000
Professional Fees & Services	118,719	210,450
Other Personnel Costs	41,537	50,000
Fuels and Lubricants	83,320	100,000
Consumable Supplies	1,254,830	1,257,566
Postage	30,002	34,550
Telephone	36,425	32,802
Travel	421,660	485,625
Rent – Machine & Other	360,379	381,310
Other Operating Expense	314,587	1,085,455
Total Operating	\$ 3,635,099	\$ 4,657,395
ERP PeopleSoft Project	\$ 1,190,817	\$ 191,364
Total Regular Programs	\$ 64,002,808	\$ 68,673,497



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET 2010-2011 Estimated Figures

Title I, Part D, Subpart 1

	Estimated Expense 2010	Proposed Budget 2011
Payroll Costs	779,000	900,000
Professional & Contracted Services	7,504	10,000
Supplies & Materials	20,000	22,933
Other Operating Costs	220,000	40,000
Capital Outlay		45,000
Total Direct Costs	\$ 1,026,504	\$ 1,017,933
Indirect Costs	17,750	14,345
Total	\$ 1,044,254	\$1,032,278

Title II, Part A—Teacher & Principal Training & Recruitment

	Estimated Expense 2010	Proposed Budget 2011
Payroll Costs	128,372	135,000
Professional & Contracted Services	2,000	1,000
Supplies & Materials	7,018	11,780
Other Operating Costs	48,887	20,363
Total Direct Costs	\$ 186,277	\$ 168,143
Indirect Costs	2,926	2,479
Total	\$ 189,203	\$ 170,622

Title IV, Part A—Safe & Drug Free Schools & Communities

	Estimated Expense 2010	Proposed Budget 2011
Supplies & Materials	2,300	No funding
Other Operating Costs	200	
Total Direct Costs	\$ 2,500	
Indirect Costs	44	
Total	\$ 2,544	



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET

2010-2011

Estimated Figures
(continued)

Individuals with Disabilities Education Act, Part B (IDEA-B)

	Estimated Expense 2010	Proposed Budget 2011
Payroll Costs	1,000	8,000
Professional & Contracted Services	6,286	3,000
Supplies & Materials	50,000	69,276
Other Operating Costs	50,000	26,000
Total Direct Costs	\$ 107,286	\$ 106,276
Indirect Costs	1,889	1,566
Total	\$ 109,175	\$ 107,842

Special Education ARRA Funds

	Estimated Expense 2010	Proposed Budget 2011
Payroll Costs	0	0
Professional & Contracted Services	0	0
Supplies & Materials	75,276	0
Other Operating Costs	1,470	12,265
Total Direct Costs	\$ 76,746	\$ 12,265
Indirect Costs	1,120	179
Total	\$ 77,866	\$ 12,444



WINDHAM SCHOOL DISTRICT

SPECIAL PROGRAMS BUDGET 2010-2011 Estimated Figures (continued)

Carl D. Perkins Corrections Grant

	Estimated Expense 2010	Proposed Budget 2011
Payroll Costs	22,000	25,000
Professional & Contracted Services	5,000	3,000
Supplies & Materials	271,283	353,612
Other Operating Costs	303,823	35,000
Capital Outlay	110,000	294,584
Total Direct Costs	\$ 712,106	\$ 711,196
Indirect Costs	12,533	6,142
Total	\$ 724,639	\$ 717,338

Youthful Offender Grant – Federal (2008) (Estimated Expense 2010)

Grants to States for Workplace and Community Transition Training for Incarcerated Youth Offenders Program (2010) (Estimated Budget 2011)

	Estimated Expense 2010	Estimated Budget 2011
Payroll Costs	159,533	174,418
College Tuition	1,850,000	1,700,000
Supplies & Materials	2,600	19,000
Other Operating Costs	39,607	7,000
Travel	6,200	4,500
Client Services	40,000	40,000
Textbooks	195,000	101,000
Total	\$ 2,292,940	2,045,918



WINDHAM SCHOOL DISTRICT

POST SECONDARY PROGRAM BUDGET 2010-2011

	Estimated Expense 2010	Budgeted 2011
Salaries and Payroll Costs	228,454	253,932
Tuition **	2,054,824	1,953,474
Capital/Minor Equipment	122,742	43,525
Operating	119,428	131,783
TOTAL	\$ 2,525,448	\$ 2,382,714

- Funding comes from a Memorandum of Understanding between TDCJ and Windham. TDCJ Strategy C.2.2.
- ** Budgeted 2011 includes \$50,000 of estimated PSER reimbursement

PERSONNEL SCHEDULE		
Continuing Education Supervisor	1	\$57,060
Administrative Assistant II	1/2	\$13,836
Continuing Education Coordinator (North Texas Region)	1	\$46,056
Continuing Education Coordinator (Gulf Coast Region)	1	\$46,056
Continuing Education Coordinator (South Texas Region)	1	\$46,056
Continuing Education Coordinator (West Texas Region)	1/4	\$11,514
Administrative Support Specialist III	1	\$29,724
TOTAL		\$250,302



WINDHAM SCHOOL DISTRICT

EDUCATIONAL AND RECREATION PROGRAMS BUDGET 2010-2011

	Estimated Expense 2010	Budgeted 2011
Salaries and Payroll Costs	2,558,556	2,614,064
Capital/Minor Equipment	193,925	325,500
Operating	1,230,792	1,061,938
Books and Reference Materials	327,079	308,850
Administrative Overhead	69,828	69,828
TOTAL	\$ 4,380,180	\$ 4,380,180

- Funding comes from a MOU between TDCJ and Windham. TDCJ Strategy C.1.5.

	Budgeted 2011
Recreation	1,070,670
Library Services	2,607,598
Radio & TV	632,084
Administrative Overhead	69,828
	\$ 4,380,180



WINDHAM SCHOOL DISTRICT

PERSONNEL SCHEDULE Recreation, Library Services and Radio TV 2010-2011

RECREATION

Division Director – CE	1	\$84,000
Recreation Supervisor	1	\$57,060
Recreation Coordinator	6	\$276,336
Administrative Assistant II – REC	1	\$28,992
Warehouseman II	1	\$28,116
Warehouseman I	1	\$26,716
Administrative Assistant I – REC	4	\$102,912
TOTAL	15	\$604,132

LIBRARY SERVICES

Library Services Supervisor	1	\$57,060
Administrative Assistant III – LIB	1	\$31,212
Administrative Assistant II – LIB	3	\$84,996
Administrative Clerk I – LIB	1	\$24,624
Unit Librarians	28	\$1,571,364
TOTAL	34	\$1,769,256

RADIO AND TV

RTV Communications Manager	1	\$46,056
RTV Assistant Manager	1	\$40,548
Telecommunication Specialist II	4	\$143,568
Administrative Assistant I – RTV	1	\$25,728
TOTAL	7	\$255,900

Total 56 positions and 1 state position at \$ 30,722
Salaries budgeted at 98%



WINDHAM SCHOOL DISTRICT

ECHO BUDGET 2010-2011

	Estimated Expense 2010	Budgeted 2011
Salaries and Payroll Costs	37,267	76,879
Reproduction and Printing	80,750	82,000
Operating	1,350	5,200
Administrative Overhead	1,934	2,789
TOTAL	\$ 121,301	\$ 166,868

- Funding comes from a MOU between TDCJ and Windham. TDCJ Strategy C.1.5.

PERSONNEL SCHEDULE

ECHO

Managing Editor *	1	\$ 46,056
Administrative Asst II	1	\$ 29,724
TOTAL	2	\$ 75,780

* Managing Editor position moved from TDCJ Payroll to WSD Payroll during FY '10



WINDHAM SCHOOL DISTRICT

ESTIMATED INCOME 2010-2011

Windham School District Regular Program (TEA)

Academic Education	52,292,793	
Vocational Education	<u>11,765,654</u>	
Total Foundation School Program		64,058,447
Rider 85 – Educator Salary Increase		337,117
HB 3646 – Educator Salary Increase (Estimated)		913,440
Prior Year Carryover Funds (Estimated)		3,783,347
Interest Income (Estimated)		<u>15,000</u>
Total Regular Program		<u>\$ 69,107,351</u>

Windham School District Special Programs (TEA)

Elementary & Secondary Education Act of 1995 - P.L. 103-382		
Title I, Part D, Subpart 1		1,032,278
Title II, Part A – Teacher & Principal Training and Recruitment		170,622
Individuals with Disabilities Education Act (IDEA-B)		107,842
Special Education ARRA Funds		12,444
Carl D. Perkins Corrections		<u>717,338</u>
Total Special Programs (TEA Estimated)		<u>\$ 2,040,524</u>

Windham School District Special Programs (Federal)

Incarcerated Individuals Program Grant (IIPG)		<u>2,045,918</u>
Total Special Programs (Federal)		<u>\$ 2,045,918</u>

Windham School District MOU Funds

Post Secondary Programs		2,382,714
Education and Recreation Programs		4,380,180
Echo		<u>166,868</u>
Total MOU Funds		<u>\$ 6,929,762</u>

TOTAL ESTIMATED INCOME WINDHAM SCHOOL DISTRICT **\$ 80,123,555**



WINDHAM SCHOOL DISTRICT

PERSONNEL SCHEDULE 2010-2011

TITLE	ACADEMIC					
	2010 Budget		2010 Estimated Expense		2011 Budgeted	
	Positions	Cost	Positions	Cost	Positions	Cost
SUPERINTENDENT	1	\$ 108,000	1	\$ 115,000	1	\$ 115,000
DIVISION DIRECTOR	4	\$ 300,240	4	\$ 324,080	4	\$ 336,000
REGIONAL ADMINISTRATOR	4	\$ 294,720	4	\$ 306,240	4	\$ 312,000
DEPARTMENT ADMINISTRATOR	4	\$ 270,192	4	\$ 270,192	4	\$ 270,192
PRINCIPAL IV	25	\$ 1,688,700	24	\$ 1,604,124	24	\$ 1,621,152
GENERAL COUNSEL	1	\$ 66,696	1	\$ 66,696	1	\$ 66,696
PRINCIPAL III	27	\$ 1,772,280	25	\$ 1,606,572	25	\$ 1,641,000
IT SUPERVISOR	2	\$ 129,592	2	\$ 129,360	2	\$ 129,360
PRINCIPAL II	14	\$ 892,752	17	\$ 1,084,056	17	\$ 1,084,056
ASSIST PRINCIPAL	2	\$ 125,832	2	\$ 99,664	2	\$ 125,832
NETWORK ADMINISTRATOR	6	\$ 364,176	6	\$ 312,124	6	\$ 364,176
ADMINISTRATIVE EDUC SPECIALIST	4	\$ 240,288	4	\$ 240,288	4	\$ 240,288
COUNSELOR TRAINER	1	\$ 60,072	1	\$ 60,072	1	\$ 60,072
PUBLIC INFORMATION OFFICER	1	\$ 60,072	1	\$ 60,072	1	\$ 60,072
REGIONAL EDUCATION SPECIALIST	4	\$ 240,288	4	\$ 240,288	4	\$ 240,288
APPLICATION DEVELOPER V	8	\$ 478,080	7	\$ 407,988	8	\$ 478,080
BUSINESS SUPERVISOR	2	\$ 117,120	2	\$ 117,120	2	\$ 117,120
COUNSELOR	93	\$ 4,973,728	93	\$ 4,809,173	94	\$ 5,119,992
LIBRARIAN	17	\$ 855,984	17	\$ 735,662	15	\$ 860,976
LIBRARIAN PART TIME	1.5	\$ 84,597	0.5	\$ 9,338	0	\$ -
TEACHER - ACADEMIC	553.5	\$ 27,492,177	555	\$ 26,822,046	326	\$ 16,381,275
TEACHER - LIFE SKILLS	0	\$ -	0	\$ -	227	\$ 11,171,124
EVALUATION COORDINATOR	5	\$ 270,120	5	\$ 270,120	5	\$ 270,120
NETWORK SPECIALIST IV	1	\$ 50,676	1	\$ 50,676	1	\$ 50,676
PROCESS ANALYST	1	\$ 50,676	1	\$ 50,676	1	\$ 50,676
SYSTEMS ANALYST	1	\$ 50,676	1	\$ 50,676	1	\$ 50,676
TRANSFER COORDINATOR	1	\$ 46,068	1	\$ 46,068	1	\$ 46,068
NETWORK SPECIALIST III	1	\$ 44,724	1	\$ 44,724	1	\$ 44,724
EXECUTIVE ASSISTANT	1	\$ 41,844	1	\$ 41,844	1	\$ 41,844
TECHNOLOGY TRAINER	1	\$ 40,548	1	\$ 40,548	1	\$ 40,548
WAREHOUSE MANAGER	1	\$ 40,548	1	\$ 40,548	1	\$ 40,548
ACCOUNTANT III	4	\$ 152,640	4	\$ 152,640	4	\$ 152,640
HUMAN RESOURCE OFF III	1	\$ 38,160	1	\$ 38,160	1	\$ 38,160
NETWORK SPECIALIST I	5	\$ 190,800	5	\$ 190,800	5	\$ 190,800
PURCHASER IV	2	\$ 76,320	2	\$ 76,320	2	\$ 76,320
ADMINISTRATIVE ASST V	1	\$ 35,892	1	\$ 35,892	1	\$ 35,892
HUMAN RESOURCE OFF II	1	\$ 35,892	1	\$ 35,892	1	\$ 35,892
PURCHASER III	1	\$ 35,892	1	\$ 35,892	1	\$ 35,892
HUMAN RESOURCE OFF I	1	\$ 33,756	1	\$ 33,756	1	\$ 33,756
LIBRARIAN ASSISTANT	1	\$ 33,756	2	\$ 67,512	1	\$ 33,756
TESTING SUPPORT SPECIALIST	1	\$ 33,756	1	\$ 33,756	1	\$ 33,756
ASSIST WHSE MANAGER	1	\$ 31,860	1	\$ 31,752	1	\$ 31,752
PURCHASER II	1	\$ 31,752	0		1	\$ 31,752
TESTING SPECIALIST	19	\$ 603,288	19	\$ 603,288	19	\$ 603,288
CUSTODIAN PART TIME	1	\$ 26,496	1	\$ 26,496	1	\$ 26,496

The Windham School District Board of Trustees authorizes the Superintendent to reclassify, add or delete positions as needed to ensure the efficient operation of the District.



WINDHAM SCHOOL DISTRICT

ACADEMIC						
TITLE	2010 Budget		2010 Estimated Expense		2011 Budgeted	
	Positions	Cost	Positions	Cost	Positions	Cost
Aides, pay group 11						
ADMIN ASST III - REGIONAL	4	\$ 130,944	4	\$ 130,944	4	\$ 130,944
ADMIN SUPPORT SPEC III	2	\$ 65,472	2	\$ 65,472	2	\$ 65,472
ADMINISTRATIVE ASST III	3	\$ 98,208	3	\$ 98,208	3	\$ 98,208
HELP DESK TECHNICIAN	1	\$ 31,212	1	\$ 32,736	1	\$ 32,736
Aides, pay group 9						
ADMIN ASST II - CAMPUS	81	\$ 2,241,432	81	\$ 2,241,432	81	\$ 2,241,432
ADMIN CLERK II - CAMPUS	6	\$ 166,032	5	\$ 141,660	5	\$ 141,660
ADMINISTRATIVE ASST II	3	\$ 83,016	4	\$ 113,328	4	\$ 113,328
ADMINISTRATIVE CLERK II	8	\$ 221,376	9	\$ 254,988	9	\$ 254,988
LIBRARY CLERK II	1	\$ 27,672	1	\$ 28,332	1	\$ 28,332
TESTING CLERK II	21	\$ 581,112	22	\$ 623,304	22	\$ 623,304
Aides, pay group 7						
ADMINISTRATIVE CLERK I	2	\$ 51,456	2	\$ 25,176	1	\$ 25,176
CAMPUS CLERK I	41	\$ 1,054,848	41	\$ 1,032,216	41	\$ 1,032,216
LIBRARY CLERK I	15	\$ 411,648	16	\$ 402,816	16	\$ 402,816
ACADEMIC TOTAL	1016	\$ 47,776,154	1018.5	\$ 46,608,803	1015	\$ 47,981,395
VOCATIONAL						
TEACHER - VOCATIONAL	184	\$ 8,347,536	186	\$ 7,799,330	195	\$ 9,490,440
DEPARTMENT ADMINISTRATOR					1	\$ 67,548
ADMIN VOCATIONAL SPECIALIST	3	\$ 180,216	3	\$ 180,216	2	\$ 120,144
REGIONAL VOCATIONAL SPECIALIST	2.5	\$ 150,180	2	\$ 120,144	3	\$ 180,216
MEDIA CENTER COORDINATOR	1	\$ 54,024	1	\$ 54,024	1	\$ 54,024
APPRENTICESHIP COORDINATOR	1	\$ 46,056	1	\$ 23,028	1	\$ 46,056
MEDIA CENTER SUPPORT SPEC II	1	\$ 38,160	1	\$ 38,160	1	\$ 38,160
MEDIA CENTER SUPPORT SPEC I	1	\$ 31,752	1	\$ 31,752	1	\$ 31,752
Aides, pay group 9						
ADMINISTRATIVE ASST II - VOC	2	\$ 55,344	2	\$ 55,344	2	\$ 56,664
ADMINISTRATIVE CLERK I - VOC	1	\$ 24,624	0		0	\$ -
VOCATIONAL TOTAL	196.5	\$ 8,927,892	197	\$ 8,301,998	207	\$ 10,085,004
SPECIAL ED						
TEACHER - SPECIAL ED	44	\$ 2,031,116	44	\$ 1,998,714	45	\$ 2,214,540
LIS SP SCHOOL PSYCHOLOGY	1	\$ 60,072	1	\$ 60,072	1	\$ 60,072
ADMIN SPEC ED SPECIALIST	2	\$ 120,144	2	\$ 120,144	2	\$ 120,144
DIAGNOSTICIAN	12	\$ 644,304	12	\$ 653,616	12	\$ 653,616
DIAGNOSTICIAN PART TIME	0.5	\$ 26,846	0.5	\$ 27,234	0.5	\$ 27,234
DEAF ED INTERPRETER III	1	\$ 29,868	1	\$ -		\$ -
DEAF ED INTERPRETER II	1	\$ 28,116	1	\$ 28,116	1	\$ 28,116
DEAF ED INTERPRETER I	1	\$ 26,496	2	\$ 52,992	2	\$ 52,992
Aides, pay group 9						
SPECIAL ED AIDE II	1	\$ 27,672	1	\$ 27,672	1	\$ 28,332
ADMINISTRATIVE ASST II - SPED	1	\$ 27,672	1	\$ 27,672	1	\$ 27,672
SPECIAL ED TOTAL	64.5	\$ 3,022,306	65.5	\$ 2,996,232	65.5	\$ 3,212,718
REGULAR FUNDS TOTAL	1277	\$ 59,726,352	1281	\$ 57,907,033	1287.5	\$ 61,279,117
GRANT						
TEACHER - TITLE I	9	\$ 460,728	9	\$ 407,821	10	\$ 540,288
TEACHER - TITLE II	2	\$ 102,384	2	\$ 102,384	2	\$ 100,836
TRANS SVCS COORD PART TIME	0.5	\$ 30,351	0.5	\$ 30,036	0.5	\$ 30,036
TRANSITIONAL SVCS COORDINATOR	2	\$ 120,144	3	\$ 122,458	3	\$ 180,216
ADMINISTRATIVE ASST II-CE	0.5	\$ 13,356	0.5	\$ 13,356	0.5	\$ 13,836
YOG COORDINATOR	1	\$ 49,092	1	\$ 49,092	1	\$ 49,092
WK FORCE DEVEL COORDINATOR	1.75	\$ 80,619	1.75	\$ 80,619	1.75	\$ 80,610
GRANT TOTAL	16.75	\$ 856,674	17.75	\$ 805,766	18.75	\$ 994,914



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2010-2011

ADMINISTRATIVE SALARY PLAN

A40	Superintendent **	\$115,000
A37	Division Director	\$84,000
A35	Regional Administrator	\$78,000
A32	Department Administrator, Principal IV, Department Administrator-CTE	\$67,548
A30	General Counsel	\$66,696
A27	Principal III	\$65,640
A25	IT Supervisor	\$64,680
A22	Principal II	\$63,768
A20	Assistant Principal	\$62,916
A17	Network Administrator	\$60,696
A15	Counselor Trainer, Public Information Officer, Regional Education Specialist, Transitional Services Coordinator, Regional Vocational Specialist, Administrative Educational Specialist, Licensed Specialist in School Psychology	\$60,072
A12	Application Developer V	\$59,760
A11	Business Supervisor	\$58,560
A10	Continuing Ed Supervisor, Library Services Supervisor, Recreation Supervisor	\$57,060
A07	Evaluation Coordinator, Media Center Coordinator	\$54,024
A06	Application Developer IV	\$52,700
A05	YOG Coordinator	\$49,092
A02	Apprenticeship Coordinator, Continuing Ed Coordinator, RTV Communications Manager, Recreation Coordinator, Managing Editor	\$46,056
A01	Application Developer III	\$45,800

SALARY POLICY: Principal pay grade is based on the number of WSD employees as of September 1 and a % of college teachers as of the Spring Semester of 2010.

**** Salary to be determined by the Windham School District Board of Trustees.**

Salary grades A40, A37, A35, A32, A27, A22 are based on a 226-day work schedule. All others are based on a 220-day work schedule.



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2010-2011 (continued)

SUPPORT SALARY PLAN

S40	Network Specialist IV, Process Analyst, Systems Analyst	\$50,676
S35	Transfer Coordinator, Workforce Development Coordinator	\$46,068
S32	Network Specialist III	\$44,724
S30	Executive Assistant	\$41,844
S27	RTV Assistant Manager, Technology Trainer, Warehouse Manager	\$40,548
S26	Application Developer II	\$38,900
S25	Accountant III, Purchaser IV, Human Resource Officer III, Media Center Support Specialist II, Network Specialist I	\$38,160
S22	Administrative Assistant V, Human Resource Officer II, Purchaser III, Telecom Specialist II	\$35,892
S20	Administrative Assistant IV, Human Resource Officer I, Librarian Assistant, Testing Support Specialist	\$33,756
S18	Application Developer I	\$32,000
S17	Assistant Warehouse Manager, Media Center Support Specialist I, Purchaser II, Testing Specialist	\$31,752
S15	Deaf Ed Interpreter III	\$29,868
S12	Deaf Ed Interpreter II, Warehouseman II	\$28,116
S10	Warehouseman I, Deaf Ed Interpreter I, Custodian	\$26,496

COUNSELOR / DIAGNOSTICIAN SALARY PLAN

00-11	\$49,012
12	\$50,068
13	\$51,040
14	\$51,976
15	\$52,852
16	\$53,692
17	\$54,472
18	\$55,216
19	\$55,924
20	\$56,584
21	\$57,064

All Counselors and Diagnosticians are paid according to experience and increase one step each year of employment in an accredited school district. An employee who does not earn a creditable year of service (90 days) and/or who remains on the same step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employees is assigned. Counselors and Diagnosticians will receive the locality supplement.



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2010-2011 (continued)

PARAPROFESSIONAL SALARY PLAN

GRADE 11

Administrative Assistant III , Administrative Support Specialist III, Help Desk Technician, Educational Researcher III

STEPS	ANNUAL
01	\$28,992
02	\$29,724
03	\$30,468
04	\$31,212
05	\$31,968
06	\$32,736

GRADE 09

Administrative Assistant II , Administrative Clerk II, Library Clerk II, Special Education Aide II, Testing Clerk II

STEPS	ANNUAL
01	\$25,728
02	\$26,376
03	\$27,024
04	\$27,672
05	\$28,332
06	\$28,992

GRADE 07

Administrative Assistant I , Administrative Clerk I, Library Clerk I, Campus Clerk I

STEPS	ANNUAL
01	\$22,980
02	\$23,532
03	\$24,072
04	\$24,624
05	\$25,176
06	\$25,728

An employee who works a standard workload for a minimum of 90 days in a school year, September through August, will be considered to have earned one year of service for the purpose of this salary schedule and will advance a step each year (up to step 6) .



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2010-2011 (continued)

TEACHER / LIBRARIAN SALARY PLAN

STEP	ANNUAL
00	\$34,944
01	\$35,652
02	\$36,948
03	\$38,784
04	\$40,224
05	\$41,232
06	\$42,240
07	\$43,140
08	\$43,968
09	\$44,724
10	\$45,408
11	\$46,512
12	\$47,568
13	\$48,540
14	\$49,476
15	\$50,352
16	\$51,192
17	\$51,972
18	\$52,716
19	\$53,424
20	\$54,084
21	\$54,564

All Teachers and Librarians are paid according to experience and increase one step each year of employment in an accredited school district. An employee who does not earn a creditable year of service (90 days) and/or who remains on the same step for any other reason (such as being at the maximum pay step) is not eligible for a pay increase beyond any increase made to the pay step to which the employee is assigned.



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2010-2011 (continued)

LOCALITY SUPPLEMENT PLAN

LOCATION	MONTHLY
Allred	0
Beto , Gurney & Powledge	0
Boyd	0
Briscoe	186
C.T. Terrell, Darrington, Ramsey I, Scott & Stringfellow	317
Central & Jester	317
Clemens	192
Clements & Neal	171
Coffield & Michael	0
Cole & Moore	0
Connally	0
Cotulla	162
Crain, Hilltop, Hughes, Mt. View, Murray & Woodman	0
Dalhart	0
Daniel	65
Dominguez	317
Duncan	0
Eastham	0
Ellis, Estelle, Goree, Holliday, Huntsville & Wynne	0
Ferguson	0
Formby & Wheeler	150
Ft. Stockton & Lynaugh	272
Gist, LeBlanc & Stiles	103
Glossbrenner	0
Goodman	0
Halbert	317
Hamilton	0
Havins	0
Henley, Hightower & Plane	61
Hobby , Marlin	0
Hodge	0



WINDHAM SCHOOL DISTRICT

SALARY PLANS 2010-2011 (continued)

LOCALITY SUPPLEMENT PLAN	
LOCATION	MONTHLY
Hutchins	317
Johnston	0
Jordan	0
Kegans	317
Lewis	78
Lopez & Segovia	317
Luther & Pack	0
Lychner	317
McConnell & Garza	0
Ney & Torres	80
Polunsky	0
Roach	0
Robertson & Middleton	0
Rudd & Montford	0
Sanchez	317
San Saba	0
Sayle	0
Smith	0
Stevenson	0
Telford	61
Travis County	305
Tulia	0
Wallace & Ware	0

The Monthly Locality Supplement Plan is effective September 1, 2009. Current employees will be safeguarded at their present unit locality while employed in the same position.

The Board authorizes the Superintendent to adjust the locality rate for like positions according to that adopted by the local districts for the 2010-2011 school year.