

PG 1 Cafeteria Salary Schedule per Board Approval

185	Min	Mid	Max	STEP
	\$11,500	\$14,500	\$17,500	\$200.00
	\$62.16	\$78.38	\$94.59	
	\$7.77	\$9.80	\$11.82	
	0	\$11,500	\$62.16	\$7.77
	1	\$11,700	\$63.24	\$7.91
	2	\$11,900	\$64.32	\$8.04
	3	\$12,100	\$65.41	\$8.18
	4	\$12,300	\$66.49	\$8.31
	5	\$12,500	\$67.57	\$8.45
	6	\$12,700	\$68.65	\$8.58
	7	\$12,900	\$69.73	\$8.72
	8	\$13,100	\$70.81	\$8.85
	9	\$13,300	\$71.89	\$8.99
	10	\$13,500	\$72.97	\$9.12
	11	\$13,700	\$74.05	\$9.26
	12	\$13,900	\$75.14	\$9.39
	13	\$14,100	\$76.22	\$9.53
	14	\$14,300	\$77.30	\$9.66
	15	\$14,500	\$78.38	\$9.80
	16	\$14,700	\$79.46	\$9.93
	17	\$14,900	\$80.54	\$10.07
	18	\$15,100	\$81.62	\$10.20
	19	\$15,300	\$82.70	\$10.34
	20	\$15,500	\$83.78	\$10.47
	21	\$15,700	\$84.86	\$10.61
	22	\$15,900	\$85.95	\$10.74
	23	\$16,100	\$87.03	\$10.88
	24	\$16,300	\$88.11	\$11.01
	25	\$16,500	\$89.19	\$11.15
	26	\$16,700	\$90.27	\$11.28
	27	\$16,900	\$91.35	\$11.42
	28	\$17,100	\$92.43	\$11.55
	29	\$17,300	\$93.51	\$11.69
	30	\$17,500	\$94.59	\$11.82

Pay will be frozen at a salary of: \$17,500

PG 2 TA / Lifeskill Salary Schedule per Board Approval

185	Min	Mid	Max	STEP
	\$13,483	\$19,404	\$21,378	\$394.75
	\$72.88	\$104.89	\$115.56	
	\$9.11	\$13.11	\$14.44	

0	\$13,483	\$72.88	\$9.11
1	\$13,878	\$75.01	\$9.38
2	\$14,273	\$77.15	\$9.64
3	\$14,667	\$79.28	\$9.91
4	\$15,062	\$81.42	\$10.18
5	\$15,457	\$83.55	\$10.44
6	\$15,852	\$85.68	\$10.71
7	\$16,246	\$87.82	\$10.98
8	\$16,641	\$89.95	\$11.24
9	\$17,036	\$92.09	\$11.51
10	\$17,431	\$94.22	\$11.78
11	\$17,825	\$96.35	\$12.04
12	\$18,220	\$98.49	\$12.31
13	\$18,615	\$100.62	\$12.58
14	\$19,010	\$102.75	\$12.84
15	\$19,404	\$104.89	\$13.11
16	\$19,799	\$107.02	\$13.38
17	\$20,194	\$109.16	\$13.64
18	\$20,589	\$111.29	\$13.91
19	\$20,983	\$113.42	\$14.18
20	\$21,378	\$115.56	\$14.44

Pay will be frozen at a salary of: \$21,378

PG 3 Custodian Salary Schedule per Board Approval

240	Min	Mid	Max	STEP
	\$17,304	\$24,215	\$31,125	\$460.70
	\$72.10	\$100.89	\$129.69	
	\$9.01	\$12.61	\$16.21	

	Min	Mid	Max	STEP
0	\$17,304	\$17,304	\$72.10	\$9.01
1	\$17,765	\$17,765	\$74.02	\$9.25
2	\$18,225	\$18,225	\$75.94	\$9.49
3	\$18,686	\$18,686	\$77.86	\$9.73
4	\$19,147	\$19,147	\$79.78	\$9.97
5	\$19,608	\$19,608	\$81.70	\$10.21
6	\$20,068	\$20,068	\$83.62	\$10.45
7	\$20,529	\$20,529	\$85.54	\$10.69
8	\$20,990	\$20,990	\$87.46	\$10.93
9	\$21,450	\$21,450	\$89.38	\$11.17
10	\$21,911	\$21,911	\$91.30	\$11.41
11	\$22,372	\$22,372	\$93.22	\$11.65
12	\$22,832	\$22,832	\$95.14	\$11.89
13	\$23,293	\$23,293	\$97.05	\$12.13
14	\$23,754	\$23,754	\$98.97	\$12.37
15	\$24,215	\$24,215	\$100.89	\$12.61
16	\$24,675	\$24,675	\$102.81	\$12.85
17	\$25,136	\$25,136	\$104.73	\$13.09
18	\$25,597	\$25,597	\$106.65	\$13.33
19	\$26,057	\$26,057	\$108.57	\$13.57
20	\$26,518	\$26,518	\$110.49	\$13.81
21	\$26,979	\$26,979	\$112.41	\$14.05
22	\$27,439	\$27,439	\$114.33	\$14.29
23	\$27,900	\$27,900	\$116.25	\$14.53
24	\$28,361	\$28,361	\$118.17	\$14.77
25	\$28,822	\$28,822	\$120.09	\$15.01
26	\$29,282	\$29,282	\$122.01	\$15.25
27	\$29,743	\$29,743	\$123.93	\$15.49
28	\$30,204	\$30,204	\$125.85	\$15.73
29	\$30,664	\$30,664	\$127.77	\$15.97
30	\$31,125	\$31,125	\$129.69	\$16.21

Pay will be frozen at a salary of: \$31,125

PG 4 Behavior Interventionist Salary Schedule per Board Approval

	Min	Mid	Max	STEP
185	\$19,500	\$25,500	\$27,500	\$400.00
	\$105.41	\$137.84	\$148.65	
	\$13.18	\$17.23	\$18.58	
	0	\$19,500	\$105.41	\$13.18
	1	\$19,900	\$107.57	\$13.45
	2	\$20,300	\$109.73	\$13.72
	3	\$20,700	\$111.89	\$13.99
	4	\$21,100	\$114.05	\$14.26
	5	\$21,500	\$116.22	\$14.53
	6	\$21,900	\$118.38	\$14.80
	7	\$22,300	\$120.54	\$15.07
	8	\$22,700	\$122.70	\$15.34
	9	\$23,100	\$124.86	\$15.61
	10	\$23,500	\$127.03	\$15.88
	11	\$23,900	\$129.19	\$16.15
	12	\$24,300	\$131.35	\$16.42
	13	\$24,700	\$133.51	\$16.69
	14	\$25,100	\$135.68	\$16.96
	15	\$25,500	\$137.84	\$17.23
	16	\$25,900	\$140.00	\$17.50
	17	\$26,300	\$142.16	\$17.77
	18	\$26,700	\$144.32	\$18.04
	19	\$27,100	\$146.49	\$18.31
	20	\$27,500	\$148.65	\$18.58

Pay will be frozen at a salary of: \$27,500.00

PG 4 TA Comp / Library Salary Schedule per Board Approval

205	Min	Mid	Max	STEP
	\$15,908.00	\$22,752.50	\$25,034.00	\$456.30
	\$77.60	\$110.99	\$122.12	
	\$9.70	\$13.87	\$15.26	

	Min	Mid	Max	STEP
0	\$15,908	\$22,752.50	\$25,034	\$9.70
1	\$16,364	\$22,863.40	\$25,145.10	\$9.98
2	\$16,821	\$22,974.30	\$25,256.10	\$10.26
3	\$17,277	\$23,085.20	\$25,367.10	\$10.53
4	\$17,733	\$23,196.10	\$25,478.10	\$10.81
5	\$18,190	\$23,307.00	\$25,589.10	\$11.09
6	\$18,646	\$23,417.90	\$25,700.10	\$11.37
7	\$19,102	\$23,528.80	\$25,811.10	\$11.65
8	\$19,558	\$23,639.70	\$25,922.10	\$11.93
9	\$20,015	\$23,750.60	\$26,033.10	\$12.20
10	\$20,471	\$23,861.50	\$26,144.10	\$12.48
11	\$20,927	\$23,972.40	\$26,255.10	\$12.76
12	\$21,384	\$24,083.30	\$26,366.10	\$13.04
13	\$21,840	\$24,194.20	\$26,477.10	\$13.32
14	\$22,296	\$24,305.10	\$26,588.10	\$13.60
15	\$22,753	\$24,416.00	\$26,699.10	\$13.87
16	\$23,209	\$24,526.90	\$26,810.10	\$14.15
17	\$23,665	\$24,637.80	\$26,921.10	\$14.43
18	\$24,121	\$24,748.70	\$27,032.10	\$14.71
19	\$24,578	\$24,859.60	\$27,143.10	\$14.99
20	\$25,034	\$24,970.50	\$27,254.10	\$15.26

Pay will be frozen at a salary of: \$25,034.00

PG 5 HS Attendance, ES Secretary Salary Schedule per Board Approval

205	Min	Mid	Max	STEP
	\$18,106	\$23,226	\$28,345	\$341.30
	\$88.32	\$113.30	\$138.27	
	\$11.04	\$14.16	\$17.28	

STEP	Min	Mid	Max	STEP
0	\$18,106		\$88.32	\$11.04
1	\$18,447		\$89.99	\$11.25
2	\$18,789		\$91.65	\$11.46
3	\$19,130		\$93.32	\$11.66
4	\$19,471		\$94.98	\$11.87
5	\$19,813		\$96.65	\$12.08
6	\$20,154		\$98.31	\$12.29
7	\$20,495		\$99.98	\$12.50
8	\$20,836		\$101.64	\$12.71
9	\$21,178		\$103.31	\$12.91
10	\$21,519		\$104.97	\$13.12
11	\$21,860		\$106.64	\$13.33
12	\$22,202		\$108.30	\$13.54
13	\$22,543		\$109.97	\$13.75
14	\$22,884		\$111.63	\$13.95
15	\$23,226		\$113.30	\$14.16
16	\$23,567		\$114.96	\$14.37
17	\$23,908		\$116.62	\$14.58
18	\$24,249		\$118.29	\$14.79
19	\$24,591		\$119.95	\$14.99
20	\$24,932		\$121.62	\$15.20
21	\$25,273		\$123.28	\$15.41
22	\$25,615		\$124.95	\$15.62
23	\$25,956		\$126.61	\$15.83
24	\$26,297		\$128.28	\$16.03
25	\$26,639		\$129.94	\$16.24
26	\$26,980		\$131.61	\$16.45
27	\$27,321		\$133.27	\$16.66
28	\$27,662		\$134.94	\$16.87
29	\$28,004		\$136.60	\$17.08
30	\$28,345		\$138.27	\$17.28

Pay will be frozen at a salary of: \$28,345

PG 5A Maintenance Salary Schedule per Board Approval

240	Min	Mid	Max	STEP
	\$27,500	\$32,500	\$37,500	\$333.33
	\$114.58	\$135.42	\$156.25	
	\$14.32	\$16.93	\$19.53	

0	\$27,500	\$114.58	\$14.32
1	\$27,833	\$115.97	\$14.50
2	\$28,167	\$117.36	\$14.67
3	\$28,500	\$118.75	\$14.84
4	\$28,833	\$120.14	\$15.02
5	\$29,167	\$121.53	\$15.19
6	\$29,500	\$122.92	\$15.36
7	\$29,833	\$124.31	\$15.54
8	\$30,167	\$125.69	\$15.71
9	\$30,500	\$127.08	\$15.89
10	\$30,833	\$128.47	\$16.06
11	\$31,167	\$129.86	\$16.23
12	\$31,500	\$131.25	\$16.41
13	\$31,833	\$132.64	\$16.58
14	\$32,167	\$134.03	\$16.75
15	\$32,500	\$135.42	\$16.93
16	\$32,833	\$136.81	\$17.10
17	\$33,167	\$138.19	\$17.27
18	\$33,500	\$139.58	\$17.45
19	\$33,833	\$140.97	\$17.62
20	\$34,167	\$142.36	\$17.80
21	\$34,500	\$143.75	\$17.97
22	\$34,833	\$145.14	\$18.14
23	\$35,167	\$146.53	\$18.32
24	\$35,500	\$147.92	\$18.49
25	\$35,833	\$149.31	\$18.66
26	\$36,167	\$150.69	\$18.84
27	\$36,500	\$152.08	\$19.01
28	\$36,833	\$153.47	\$19.18
29	\$37,167	\$154.86	\$19.36
30	\$37,500	\$156.25	\$19.53

Pay will be frozen at a salary of: \$37,500

PG 6 JH / HS Secretary Salary Schedule per Board Approval

205	Min	Mid	Max	STEP
	\$19,608	\$26,204	\$32,800	\$439.73
	\$95.65	\$127.82	\$160.00	
	\$11.96	\$15.98	\$20.00	

STEP	Min	Mid	Max	STEP
0		\$19,608	\$95.65	\$11.96
1		\$20,048	\$97.79	\$12.22
2		\$20,487	\$99.94	\$12.49
3		\$20,927	\$102.08	\$12.76
4		\$21,367	\$104.23	\$13.03
5		\$21,807	\$106.37	\$13.30
6		\$22,246	\$108.52	\$13.56
7		\$22,686	\$110.66	\$13.83
8		\$23,126	\$112.81	\$14.10
9		\$23,566	\$114.95	\$14.37
10		\$24,005	\$117.10	\$14.64
11		\$24,445	\$119.24	\$14.91
12		\$24,885	\$121.39	\$15.17
13		\$25,325	\$123.53	\$15.44
14		\$25,764	\$125.68	\$15.71
15		\$26,204	\$127.82	\$15.98
16		\$26,644	\$129.97	\$16.25
17		\$27,083	\$132.11	\$16.51
18		\$27,523	\$134.26	\$16.78
19		\$27,963	\$136.40	\$17.05
20		\$28,403	\$138.55	\$17.32
21		\$28,842	\$140.69	\$17.59
22		\$29,282	\$142.84	\$17.85
23		\$29,722	\$144.98	\$18.12
24		\$30,162	\$147.13	\$18.39
25		\$30,601	\$149.27	\$18.66
26		\$31,041	\$151.42	\$18.93
27		\$31,481	\$153.56	\$19.20
28		\$31,921	\$155.71	\$19.46
29		\$32,360	\$157.85	\$19.73
30		\$32,800	\$160.00	\$20.00

Pay will be frozen at a salary of: \$32,800

PG 6A Migrant / NGS Salary Schedule per Board Approval

226	Min	Mid	Max	STEP
		\$21,696	\$30,848	\$40,000
		\$96.00	\$136.50	\$176.99
		\$12.00	\$17.06	\$22.12

STEP	Min	Mid	Max	STEP
0		\$21,696	\$96.00	\$12.00
1		\$22,306	\$98.70	\$12.34
2		\$22,916	\$101.40	\$12.67
3		\$23,526	\$104.10	\$13.01
4		\$24,137	\$106.80	\$13.35
5		\$24,747	\$109.50	\$13.69
6		\$25,357	\$112.20	\$14.02
7		\$25,967	\$114.90	\$14.36
8		\$26,577	\$117.60	\$14.70
9		\$27,187	\$120.30	\$15.04
10		\$27,797	\$123.00	\$15.37
11		\$28,407	\$125.70	\$15.71
12		\$29,018	\$128.40	\$16.05
13		\$29,628	\$131.10	\$16.39
14		\$30,238	\$133.80	\$16.72
15		\$30,848	\$136.50	\$17.06
16		\$31,458	\$139.20	\$17.40
17		\$32,068	\$141.89	\$17.74
18		\$32,678	\$144.59	\$18.07
19		\$33,289	\$147.29	\$18.41
20		\$33,899	\$149.99	\$18.75
21		\$34,509	\$152.69	\$19.09
22		\$35,119	\$155.39	\$19.42
23		\$35,729	\$158.09	\$19.76
24		\$36,339	\$160.79	\$20.10
25		\$36,949	\$163.49	\$20.44
26		\$37,559	\$166.19	\$20.77
27		\$38,170	\$168.89	\$21.11
28		\$38,780	\$171.59	\$21.45
29		\$39,390	\$174.29	\$21.79
30		\$40,000	\$176.99	\$22.12

Pay will be frozen at a salary of: \$40,000

PG 7 Admin Office Staff Salary Schedule per Board Approval

226	Min	Mid	Max	STEP
	\$25,645	\$33,701	\$41,757	\$537.07
	\$113.47	\$149.12	\$184.77	
	\$14.18	\$18.64	\$23.10	

Step	Min	Mid	Max	STEP
0	\$25,645		\$113.47	\$14.18
1		\$26,182	\$115.85	\$14.48
2		\$26,719	\$118.23	\$14.78
3		\$27,256	\$120.60	\$15.08
4		\$27,793	\$122.98	\$15.37
5		\$28,330	\$125.36	\$15.67
6		\$28,867	\$127.73	\$15.97
7		\$29,404	\$130.11	\$16.26
8		\$29,942	\$132.48	\$16.56
9		\$30,479	\$134.86	\$16.86
10		\$31,016	\$137.24	\$17.15
11		\$31,553	\$139.61	\$17.45
12		\$32,090	\$141.99	\$17.75
13		\$32,627	\$144.37	\$18.05
14		\$33,164	\$146.74	\$18.34
15		\$33,701	\$149.12	\$18.64
16		\$34,238	\$151.50	\$18.94
17		\$34,775	\$153.87	\$19.23
18		\$35,312	\$156.25	\$19.53
19		\$35,849	\$158.63	\$19.83
20		\$36,386	\$161.00	\$20.13
21		\$36,923	\$163.38	\$20.42
22		\$37,460	\$165.75	\$20.72
23		\$37,998	\$168.13	\$21.02
24		\$38,535	\$170.51	\$21.31
25		\$39,072	\$172.88	\$21.61
26		\$39,609	\$175.26	\$21.91
27		\$40,146	\$177.64	\$22.20
28		\$40,683	\$180.01	\$22.50
29		\$41,220	\$182.39	\$22.80
30		\$41,757	\$184.77	\$23.10

Pay will be frozen at a salary of: \$41,757

PG 7 Business Manager Salary Schedule per Board Approval

226	Min	Mid	Max	STEP
	\$50,000.00	\$56,000.00	\$62,000.00	\$600.00
	\$221.24	\$247.79	\$274.34	
	\$27.65	\$30.97	\$34.29	
	0	\$50,000	\$221.24	\$27.65
	1	\$50,600	\$223.89	\$27.99
	2	\$51,200	\$226.55	\$28.32
	3	\$51,800	\$229.20	\$28.65
	4	\$52,400	\$231.86	\$28.98
	5	\$53,000	\$234.51	\$29.31
	6	\$53,600	\$237.17	\$29.65
	7	\$54,200	\$239.82	\$29.98
	8	\$54,800	\$242.48	\$30.31
	9	\$55,400	\$245.13	\$30.64
	10	\$56,000	\$247.79	\$30.97
	11	\$56,600	\$250.44	\$31.31
	12	\$57,200	\$253.10	\$31.64
	13	\$57,800	\$255.75	\$31.97
	14	\$58,400	\$258.41	\$32.30
	15	\$59,000	\$261.06	\$32.63
	16	\$59,600	\$263.72	\$32.96
	17	\$60,200	\$266.37	\$33.30
	18	\$60,800	\$269.03	\$33.63
	19	\$61,400	\$271.68	\$33.96
	20	\$62,000	\$274.34	\$34.29

Yearly increases will continue at \$400 max after

PG 8 Teacher Salary Schedule Salary Schedule per Board Approval

	Min	Mid	Max
185	\$33,660	\$45,630	\$54,540
Daily	\$181.95	\$246.65	\$294.81

YEARS EXP	Teacher Base	Teacher Base
0	\$33,660.00	\$33,660.00
1	\$34,390.00	\$34,390.00
2	\$35,100.00	\$35,100.00
3	\$35,830.00	\$35,830.00
4	\$37,350.00	\$37,350.00
5	\$38,880.00	\$38,880.00
6	\$40,410.00	\$40,410.00
7	\$41,830.00	\$41,830.00
8	\$43,170.00	\$43,170.00
9	\$44,440.00	\$44,440.00
10	\$45,630.00	\$45,630.00
11	\$46,770.00	\$46,770.00
12	\$47,850.00	\$47,850.00
13	\$48,850.00	\$48,850.00
14	\$49,810.00	\$49,810.00
15	\$50,710.00	\$50,710.00
16	\$51,570.00	\$51,570.00
17	\$52,370.00	\$52,370.00
18	\$53,140.00	\$53,140.00
19	\$53,860.00	\$53,860.00
20	\$54,540.00	\$54,540.00

* For teachers that do not fit into this schedule (20+ years), the district will pay a \$680 step for returning the next year.

** As new information is acquired, OISD will make any necessary adjustments to budget and payroll in order to comply with requirements.

PG 9 JH/EL Counsleor Salary Schedule per Board Approval

	Min	Mid	Max
205	\$37,299	\$50,563	\$60,436
Daily	\$181.95	\$246.65	\$294.81
	0	\$33,660.00	\$37,299
	1	\$34,390.00	\$38,108
	2	\$35,100.00	\$38,895
	3	\$35,830.00	\$39,704
	4	\$37,350.00	\$41,388
	5	\$38,880.00	\$43,083
	6	\$40,410.00	\$44,779
	7	\$41,830.00	\$46,352
	8	\$43,170.00	\$47,837
	9	\$44,440.00	\$49,244
	10	\$45,630.00	\$50,563
	11	\$46,770.00	\$51,826
	12	\$47,850.00	\$53,023
	13	\$48,850.00	\$54,131
	14	\$49,810.00	\$55,195
	15	\$50,710.00	\$56,192
	16	\$51,570.00	\$57,145
	17	\$52,370.00	\$58,032
	18	\$53,140.00	\$58,885
	19	\$53,860.00	\$59,683
	20	\$54,540.00	\$60,436

* For counselors that do not fit into this schedule (20+ years), the district will pay a \$680 step for returning the next year.

**PG 9A HS Counselor & (Fed / Special Programs Coordinator)
Salary Schedule per Board Approval**

	Min	Mid	Max
226	\$49,684	\$60,851	\$72,018
Daily	\$219.84	\$269.25	\$318.66
	0	\$33,660.00	\$41,120
	1	\$34,390.00	\$42,012
	2	\$35,100.00	\$42,879
	3	\$35,830.00	\$43,771
	4	\$37,350.00	\$45,628
	5	\$38,880.00	\$47,497
	6	\$40,410.00	\$49,366
	7	\$41,830.00	\$51,100
	8	\$43,170.00	\$52,737
	9	\$44,440.00	\$54,289
	10	\$45,630.00	\$55,743
	11	\$46,770.00	\$57,135
	12	\$47,850.00	\$58,455
	13	\$48,850.00	\$59,676
	14	\$49,810.00	\$60,849
	15	\$50,710.00	\$61,948
	16	\$51,570.00	\$62,999
	17	\$52,370.00	\$63,976
	18	\$53,140.00	\$64,917
	19	\$53,860.00	\$65,797
	20	\$54,540.00	\$66,627

* For counselors / coordinators that do not fit into this schedule (20+ years), the district will pay a \$680 step for returning the next year.

**PG 10 Director Maintenance / Transportation
Hiring Pay Range Per Board Approval**

	Min	Mid	Max	
240	\$31,116.00	\$38,370.00	\$50,000.00	
Daily	\$129.65	\$159.88	\$208.33	
After a salary of		\$50,000.00	yearly increase will be \$750 max	

**PG 11 JH/EL Prin, AD
Hiring Pay Range Per Board Approval**

	Min	Mid	Max	
226	\$64,091.00	\$73,231.00	\$87,000.00	
Daily	\$283.59	\$324.03	\$384.96	
After a salary of		\$87,000.00	yearly increase will be \$1000 max	

**PG 12 HS Principal
Hiring Pay Range Per Board Approval**

	Min	Mid	Max	
226	\$68,159.00	\$81,141.00	\$97,000.00	
Daily	\$301.59	\$359.03	\$429.20	
After a salary of		\$97,000.00	yearly increase will be \$1000 max	