

Denton Independent School District



Salary Plan 2011-2012

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**DENTON INDEPENDENT SCHOOL DISTRICT
GUIDELINES FOR SALARY/WAGE ADMINISTRATION
2011-2012**

Salary increases are determined by the Board of Trustees approved salary schedule/structures, State rules and regulations, and such other regulations as may from time to time be enacted to govern such increases. These guidelines are determined annually by the State. Financial conditions in the State and school district will, of necessity, influence all salary adjustments. For the 2011-2012 school year, the Board did not approve a salary increase for any employee classification.

Due to the budget shortfall, all classroom teachers and other employees paid on the Traditional Step Salary Schedule will receive credit for one year of service however there will be no salary step increase for the 2011-2012 school year. Furthermore, the district will continue payment of career ladder stipends for the 2011-2012 school year to all teachers who received career ladder stipends from Denton ISD last year.

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

	The Superintendent shall recommend to the Board for approval compensation plans for all District employees. Compensation plans may include wage and salary structures, stipends, benefits, and incentives.
PAY ADMINISTRATION	The Superintendent shall administer the compensation plans consistent with the budget approved by the Board. The Superintendent or designee shall classify each job title within the compensation plans based on the qualifications and duties of the position. Within these classifications, the Superintendent or designee shall determine appropriate pay for new employees and employees reassigned to different positions.
ANNUAL PAY INCREASES	The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine annual increases for individual employees, within budgeted amounts.
MID-YEAR PAY INCREASES	A contract employee's pay shall not be increased after performance on the contract has begun unless there is a change in the employee's job assignment or duties that warrants additional compensation. Any such changes in pay during the term of the contract shall require Board approval.
CONTRACT EMPLOYEES	
NONCONTRACT EMPLOYEES	The Superintendent may grant a pay increase to a noncontract employee after duties have begun only when there is a change in the employee's job assignment or duties, or when an adjustment in the market value of the job warrants additional compensation. The Superintendent shall report any such pay increases to the Board at the next regular meeting.
CLASSIFICATION OF POSITIONS	The Superintendent or designee shall determine the classification of positions or employees as "exempt" or "nonexempt" for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).
EXEMPT	The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA. An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District's attention, through the District's complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

	The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the FLSA, as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the District's compensation plans.
NONEXEMPT	Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for a 40-hour workweek and do not earn additional pay unless the employee works more than 40 hours. A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.
WORKWEEK DEFINED	For purposes of FLSA compliance, the workweek for District employees shall be 12:00 a.m. Saturday until 11:59 p.m. Friday.
COMPENSATORY TIME ACCRUAL	At the District's option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay. Compensatory time earned by nonexempt employees may not accrue beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of overtime, the employee will be required to use compensatory time or, at the District's option, will receive overtime pay.
USE	An employee shall use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a fiscal year, the employee shall receive overtime pay. Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See DEC(LOCAL)] The District may require an employee to use compensatory time when in the best interest of the District.
ANNUALIZED SALARY REQUIRED	The District shall pay all salaried employees over 12 months, regardless of the number of months employed during the school year. A salaried employee shall receive his or her salary in equal monthly or bimonthly payments, beginning with the first pay period of the school year.

COMPENSATION AND BENEFITS
SALARIES AND WAGES

DEA
(LOCAL)

EARLY SEPARATION If a salaried employee separates from service before the last day of instruction, the employee shall receive in his or her final paycheck the unpaid amount the employee has actually earned from the beginning of the 12-month pay period until the date of separation. For purposes of this policy, "separation from service" shall be as defined in IRS regulation 26 CFR 1.409A-1(h).

A salaried employee who separates from service on or after the last day of instruction shall be paid as follows:

1. An employee who is retiring under the Texas Teacher Retirement System shall receive in his or her final paycheck the unpaid amount the employee has actually earned from the beginning of the 12-month pay period until the date of separation. If the employee is eligible and elects to continue enrollment in the District's group health coverage for one or more months of the summer, the employee's share of premiums shall be withheld from the final paycheck.
2. All other employees shall be paid according to the annualized salary provisions above.

[For provisions on continuation of coverage after resignation, see CRD(LEGAL).]

	A	B	C	D	E	F	G	H	I	J	K	L
1	DENTON INDEPENDENT SCHOOL DISTRICT											
2	TRADITIONAL SALARY SCHEDULE											
3	2011-2012 SCHOOL YEAR											
4												
5	TEACHERS, LIBRARIANS, COUNSELORS, SOCIAL WORKERS, NURSES, DIAGNOSTICIANS,											
6	SPECIAL EDUCATION SUPPORT STAFF AND OTHER PROFESSIONALS											
7												
8												
9	STATE	STATE			BACHELOR'S DEGREE			MASTER'S DEGREE			DOCTORATE DEGREE	
10	STEP	BASE	EXP		187 DAYS	DAILY 187		187 DAYS	DAILY 187		187 DAYS	DAILY 187
11	0	27320	0		46600	249.20		48350	258.56		50100	267.91
12	1	27910	1		46600	249.20		48350	258.56		50100	267.91
13	2	28490	2		46700	249.73		48450	259.09		50200	268.45
14	3	29080	3		46800	250.27		48550	259.63		50300	268.98
15	4	30320	4		46900	250.80		48650	260.16		50400	269.52
16	5	31560	5		47000	251.34		48750	260.70		50500	270.05
17	6	32800	6		47100	251.87		48850	261.23		50600	270.59
18	7	33950	7		47200	252.41		49130	262.73		50880	272.09
19	8	35040	8		47300	252.94		49230	263.26		50980	272.62
20	9	36070	9		47400	253.48		49330	263.80		51080	273.16
21	10	37040	10		47500	254.01		49430	264.33		51180	273.69
22	11	37960	11		47860	255.94		49960	267.17		51710	276.52
23	12	38840	12		49270	263.48		51430	275.03		53180	284.39
24	13	39650	13		49370	264.01		51540	275.61		53290	284.97
25	14	40430	14		49480	264.60		51640	276.15		53390	285.51
26	15	41160	15		49690	265.72		51860	277.33		53610	286.68
27	16	41860	16		50370	269.36		53470	285.94		55220	295.29
28	17	42510	17		51860	277.33		55050	294.39		56800	303.74
29	18	43130	18		52520	280.86		55340	295.94		57250	306.15
30	19	43720	19		53770	287.54		55960	299.25		58140	310.91
31	20	44270	20		54950	293.85		57110	305.40		59500	318.18
32	20	44270	21		56110	300.05		58270	311.60		60570	323.90
33	20	44270	22		57350	306.68		59520	318.29		61270	327.65
34	20	44270	23		58010	310.21		60270	322.30		62020	331.66
35	20	44270	24		58930	315.13		61210	327.33		62960	336.68
36	20	44270	25		59860	320.11		62160	332.41		63910	341.76
37	20	44270	26		60800	325.13		62970	336.74		64720	346.10
38	20	44270	27		61920	331.12		64080	342.67		65830	352.03
39	20	44270	28		62150	332.35		64350	344.12		66130	353.64
40	20	44270	29		62430	333.85		64600	345.45		66350	354.81
41	20	44270	30		63210	338.02		65370	349.57		67120	358.93
42	20	44270	31		63460	339.36		65660	351.12		67450	360.70
43	20	44270	32		63640	340.32		65820	351.98		67600	361.50
44	20	44270	33		64350	344.12		66510	355.67		68260	365.03
45	20	44270	34		64790	346.47		66960	358.07		68710	367.43
46	20	44270	35		65230	348.82		67390	360.37		69140	369.73
47	20	44270	36		65520	350.37		67720	362.14		69500	371.66
48	20	44270	37		65990	352.89		68160	364.49		69910	373.85
49	20	44270	38		66490	355.56		68670	367.22		70420	376.58
50	20	44270	39		67040	358.50		69200	370.05		70950	379.41
51	20	44270	40		67530	361.12		69700	372.73		71450	382.09
52	20	44270	41+		68070	364.01		70230	375.56		71980	384.92
53												
54	NEITHER PAST NOR FUTURE SALARIES CAN BE ACCURATELY CALCULATED OR PREDICTED FROM THIS SCHEDULE.											
55	ONLY THE SALARIES FOR THE 2011/2012 SCHOOL YEAR MAY BE OBTAINED FROM THIS SCHEDULE. TEACHERS											
56	WHO RECEIVED SALARY SUPPLEMENTS (CAREER LADDER) AMOUNTS OF \$1500 OR \$3000 WILL CONTINUE TO											
57	RECEIVE THE SUPPLEMENT FOR THE 2011/2012 SCHOOL YEAR.											

	A	B	C	D	E	F	G	H	I	J	M
1	DENTON INDEPENDENT SCHOOL DISTRICT										
2	OPERATIONS SALARY STRUCTURE 2011-2012										
3	PAY			HRS/	MINIMUM		MIDPOINT		MAXIMUM		NEW EMP
4	GRD	JOB TITLE	DAYS	DAY	HRLY	ANNUAL	HRLY	ANNUAL	HRLY	ANNUAL	HIRE RATE
5	6	ELECTRICIAN - MASTER	261	8.00	16.10	33616.80	18.51	38648.88	20.92	43680.96	16.58
6		HVAC SPECIALIST	261	8.00	16.10	33616.80	18.51	38648.88	20.92	43680.96	16.58
7		FOOD SRVS EQUIP SPECIALIST	261	8.00	16.10	33616.80	18.51	38648.88	20.92	43680.96	16.58
8		MASTER PLUMBER	261	8.00	16.10	33616.80	18.51	38648.88	20.92	43680.96	16.58
9											
10	5	ELECTRICIAN - (JOURNEYMAN)	261	8.00	15.17	31674.96	17.44	36414.72	19.71	41154.48	15.62
11		CABINET MAKER / CARPENTER	261	8.00	15.17	31674.96	17.44	36414.72	19.71	41154.48	15.62
12		MECHANIC/ HEAVY EQUIP OPERATOR, VEHICLE MECHANIC	261	8.00	15.17	31674.96	17.44	36414.72	19.71	41154.48	15.62
13		PLUMBER - (JOURNEYMAN)	261	8.00	15.17	31674.96	17.44	36414.72	19.71	41154.48	15.62
14		CHILD NUTRITION MANAGER - HIGH SCHOOL	180	8.00	15.17	21844.80	17.44	25113.60	19.71	28382.40	15.62
15											
16	4	GROUNDS FOREMAN	261	8.00	13.20	27561.60	15.17	31674.96	17.14	35788.32	13.59
17		LOCKSMITH	261	8.00	13.20	27561.60	15.17	31674.96	17.14	35788.32	13.59
18		GEN. MAINTENANCE	261	8.00	13.20	27561.60	15.17	31674.96	17.14	35788.32	13.59
19		HEAD CUSTODIAN - (HIGH SCHOOL)	261	8.00	13.20	27561.60	15.17	31674.96	17.14	35788.32	13.59
20		CHILD NUTRITION MANAGER - MIDDLE SCHOOL	180	7.50	13.20	17820.00	15.17	20479.50	17.14	23139.00	13.59
21											
22	3	HEAD CUSTODIAN - (ELEMENTARY / MIDDLE SCHOOL)	261	8.00	12.28	25640.64	14.11	29461.68	15.94	33282.72	12.65
23		CHILD NUTRITION MANAGER - ELEMENTARY SCHOOL	180	7.50	12.28	16578.00	14.11	19048.50	15.94	21519.00	12.65
24		BUS DRIVER	177	6.00	12.22	12977.64	14.05	14921.10	15.88	16864.56	12.59
25		BUS DRIVER	177	4.00	12.22	8651.76	14.05	9947.40	15.88	11243.04	12.59
26											
27	2	EQUIPMENT OPERATOR / GROUNDSKEEPER	261	8.00	10.40	21715.20	11.95	24951.60	13.50	28188.00	10.71
28		MECHANIC HELPER	261	8.00	10.40	21715.20	11.95	24951.60	13.50	28188.00	10.71
29											
30	1	WAREHOUSER / DELIVERY	261	8.00	9.15	19105.20	10.52	21965.76	11.89	24826.32	9.42
31		CUSTODIAN	261	8.00	9.15	19105.20	10.52	21965.76	11.89	24826.32	9.42
32		CUSTODIAN	261	4.00	9.15	9552.60	10.52	10982.88	11.89	12413.16	9.42
33		COURIER	230	8.00	9.15	16836.00	10.52	19356.80	11.89	21877.60	9.42
34		CHILD NUTRITION WORKER	180	7.50	9.15	12352.50	10.52	14202.00	11.89	16051.50	9.42
35		CHILD NUTRITION WORKER	180	4.00	9.15	6588.00	10.52	7574.40	11.89	8560.80	9.42
36		FLEET AUXILIARY SUPPORT	177	8.00	9.15	12956.40	10.52	14896.32	11.89	16836.24	9.42
37		BUS MONITOR	177	6.00	9.15	9717.30	10.52	11172.24	11.89	12627.18	9.42
38		BUS MONITOR	177	4.00	9.15	6478.20	10.52	7448.16	11.89	8418.12	9.42

A full-page view of a blank sheet of graph paper. The grid consists of small squares formed by thin gray lines. There are no margins, text, or other markings on the page.

1	SECY - PERSONNEL SPECIALIST - ANNEA	220	8.00	13.00	103.99	22877.95	15.66	125.29	27563.80	18.32	146.59	32249.65	13.53	108.25	23815.12
	SECY - PROGRAM COORDINATORS	220	8.00	13.00	103.99	22877.95	15.66	125.29	27563.80	18.32	146.59	32249.65	13.53	108.25	23815.12
	SECY - ASST HIGH SCHOOL PRIN (GRADE LEVEL)	196	8.00	13.00	103.99	20382.18	15.66	125.29	24556.84	18.32	146.59	28731.50	13.53	108.25	21217.11
	SECY - ASST HIGH SCHOOL PRIN (ASST REGISTRAR)	196	8.00	13.00	103.99	20382.18	15.66	125.29	24556.84	18.32	146.59	28731.50	13.53	108.25	21217.11
	SECY - HIGH SCHOOL COUNSELOR	196	8.00	13.00	103.99	20382.18	15.66	125.29	24556.84	18.32	146.59	28731.50	13.53	108.25	21217.11
	SECY - ASST M.S. PRIN (REGISTRAR)	196	8.00	13.00	103.99	20382.18	15.66	125.29	24556.84	18.32	146.59	28731.50	13.53	108.25	21217.11
	SECY - ASST M.S. PRIN (ATTENDANCE CLERK)	196	8.00	13.00	103.99	20382.18	15.66	125.29	24556.84	18.32	146.59	28731.50	13.53	108.25	21217.11
	SECY - PROGRAM SUPERVISORS SPEC ED	210	8.00	13.00	103.99	21838.05	15.66	125.29	26310.90	18.32	146.59	30783.75	13.53	108.25	22732.62
	SECY - SOCIAL WORK / COUNSELOR	206	8.00	13.00	103.99	21422.08	15.66	125.29	25809.74	18.32	146.59	30197.40	13.53	108.25	22299.62
	SENIOR GRAPHIC DESIGNER	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - SUPERINTENDENT'S OFFICE	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - INSURANCE	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - TEXTBOOKS	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - COMMUNITY / ADULT EDUCATION	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - EXTENDED DAY SCHOOL PROGRAM	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - RESIDENTIAL FACILITY TRACKER	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - SPECIAL ED MANAGEMENT SYSTEMS	210	8.00	13.00	103.99	21838.05	15.66	125.29	26310.90	18.32	146.59	30783.75	13.53	108.25	22732.62
	CLERK - SPECIAL ED RECORDS SYSTEMS	210	8.00	13.00	103.99	21838.05	15.66	125.29	26310.90	18.32	146.59	30783.75	13.53	108.25	22732.62
	CLERK - ATTENDANCE OFFICERS	196	8.00	13.00	103.99	20382.18	15.66	125.29	24556.84	18.32	146.59	28731.50	13.53	108.25	21217.11
	CLERK - CHILD NUTRITION	220	8.00	13.00	103.99	22877.95	15.66	125.29	27563.80	18.32	146.59	32249.65	13.53	108.25	23815.12
	ASSISTANT BOOKKEEPER - CHILD NUTRITION	210	8.00	13.00	103.99	21838.05	15.66	125.29	26310.90	18.32	146.59	30783.75	13.53	108.25	22732.62
	SOCIAL SERVICES COORD (AWSYC)	202	8.00	13.00	103.99	21006.12	15.66	125.29	25308.58	18.32	146.59	29611.04	13.53	108.25	21866.61
	RECEPTIONIST - CENTRAL SERVICES	230	8.00	13.00	103.99	23917.86	15.66	125.29	28816.70	18.32	146.59	33715.54	13.53	108.25	24897.63
	CLERK - ATHLETIC DEPT.	199	8.00	13.00	103.99	20694.15	15.66	125.29	24932.71	18.32	146.59	29171.27	13.53	108.25	21541.86
	LIBRARY MEDIA CATALOGER	220	8.00	13.00	103.99	22877.95	15.66	125.29	27563.80	18.32	146.59	32249.65	13.53	108.25	23815.12
	INTERPRETER - DEAF ED - CERTIFIED	187	8.00	13.00	103.99	19446.26	15.66	125.29	23429.23	18.32	146.59	27412.20	13.53	108.25	20242.85
2	GRAPHIC DESIGNER	230	8.00	11.49	91.92	21142.18	13.84	110.75	25472.50	16.20	129.58	29802.83	11.96	95.69	22008.24
	RECEPTIONIST - CLERK COMM / ADULT ED	230	8.00	11.49	91.92	21142.18	13.84	110.75	25472.50	16.20	129.58	29802.83	11.96	95.69	22008.24
	RECEPTIONIST - TECHNOLOGY	192	8.00	11.49	91.92	17649.12	13.84	110.75	21264.00	16.20	129.58	24878.88	11.96	95.69	18372.10
	RECEPTIONIST / OFFICE AIDE - H.S.	202	8.00	11.49	91.92	18568.35	13.84	110.75	22371.50	16.20	129.58	26174.66	11.96	95.69	19328.98
	RECEPTIONIST / OFFICE AIDE - M.S.	192	8.00	11.49	91.92	17649.12	13.84	110.75	21264.00	16.20	129.58	24878.88	11.96	95.69	18372.10
	RECEPTIONIST / OFFICE AIDE - E.S. AND AWSYC	198	8.00	11.49	91.92	18200.66	13.84	110.75	21928.50	16.20	129.58	25656.35	11.96	95.69	18946.22
	CLERK - FLEET MAINTENANCE	230	8.00	11.49	91.92	21142.18	13.84	110.75	25472.50	16.20	129.58	29802.83	11.96	95.69	22008.24
	OFFICE AIDE - MIDDLE SCHOOL (ILO BOOKKEEPER)	192	8.00	11.49	91.92	17649.12	13.84	110.75	21264.00	16.20	129.58	24878.88	11.96	95.69	18372.10
	AIDE - IN SCHOOL SUSPENSION	187	8.00	11.49	91.92	17189.51	13.84	110.75	20710.25	16.20	129.58	24230.99	11.96	95.69	17893.66
	AIDE - SPEC ED (LIFE SKILLS / ADAPTIVE LS)	187	8.00	11.49	91.92	17189.51	13.84	110.75	20710.25	16.20	129.58	24230.99	11.96	95.69	17893.66
	AIDE - SPEC ED (SOCIAL ADJUSTMENT)	187	8.00	11.49	91.92	17189.51	13.84	110.75	20710.25	16.20	129.58	24230.99	11.96	95.69	17893.66
	AIDE - VISUALLY HANDICAPPED	187	8.00	11.49	91.92	17189.51	13.84	110.75	20710.25	16.20	129.58	24230.99	11.96	95.69	17893.66
1	COPY TECHNICIAN	230	8.00	10.23	81.80	18815.10	12.32	98.56	22668.80	14.41	115.32	26522.50	10.64	85.16	19585.84
	MAIL CLERK	230	8.00	10.23	81.80	18815.10	12.32	98.56	22668.80	14.41	115.32	26522.50	10.64	85.16	19585.84
	INTERPRETER - DEAF ED - NON-CERTIFIED	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14
	AIDE - SPECIAL EDUCATION - INCLUSION	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14
	AIDE - HEAD START	192	8.00	10.23	81.80	15706.52	12.32	98.56	18923.52	14.41	115.32	22140.52	10.64	85.16	16349.92
	AIDE - ESL / BILINGUAL	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14
	AIDE - LIBRARY	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14
	AIDE - AUDIO / VISUAL	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14
	AIDE - SPEC ED (PPCD, CMC, RES, LIFE SKILLS)	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14
	AIDE - TITLE I	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14
	CATE CAREER CENTER AIDE	187	8.00	10.23	81.80	15297.50	12.32	98.56	18430.72	14.41	115.32	21563.94	10.64	85.16	15924.14

	A	B	C	D	E	F	G	H	I	J	K	L
1	DENTON INDEPENDENT SCHOOL DISTRICT											
2	EXEMPT SALARY STRUCTURE 2011/2012											
3												10% TILE
4	PAY			NO.	MINIMUM		MIDPOINT		MAXIMUM			NEW HIRE
5	GRADE		POSITION	DAYS	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL		MIN SAL
6	9		DEPUTY SUPERINTENDENT	230	478.59	110076.44	598.24	137595.55	717.89	165114.66		115580.26
7												
8	8		ASST SUPT ACADEMIC PROGRAMS	230	416.17	95718.20	520.21	119647.74	624.25	143577.29		100504.11
9	8		TECHNOLOGY INFO OFFICER	230	416.17	95718.20	520.21	119647.74	624.25	143577.29		100504.11
10												
11	7		EXEC DIR - BUDGET/FINANCE	230	371.55	85457.18	464.44	106821.48	557.33	128185.77		89730.04
12	7		EXEC DIR - HUMAN RESOURCES	230	371.55	85457.18	464.44	106821.48	557.33	128185.77		89730.04
13	7		EXEC DIR - SPECIAL EDUCATION	230	371.55	85457.18	464.44	106821.48	557.33	128185.77		89730.04
14	7		EXECUTIVE DIRECTOR	230	371.55	85457.18	464.44	106821.48	557.33	128185.77		89730.04
15	7		PRINCIPAL - HIGH SCHOOL	230	371.55	85457.18	464.44	106821.48	557.33	128185.77		89730.04
16												
17	6		PRINCIPAL - ALTERNATIVE SCHOOL/DAVIS SCHOOL	230	336.25	77337.29	420.31	96671.61	504.37	116005.93		81204.15
18	6		PRINCIPAL - MIDDLE SCHOOL	230	336.25	77337.29	420.31	96671.61	504.37	116005.93		81204.15
19	6		PRINCIPAL - ELEMENTARY SCHOOL	215	336.25	72293.55	420.31	90366.94	504.37	108440.32		75908.23
20												
21	5		DIR - ATHLETICS	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
22	5		DIR - BILINGUAL/ESL	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
23	5		DIR - CAREER TECHNOLOGY EDUCATION/DEAN OF ATC	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
24	5		DIR - CHILD NUTRITION	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
25	5		DIR - CLASSIFIED PERSONNEL	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
26	5		DIR - COMMUNICATIONS AND COMMUNITY RELATIONS	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
27	5		DIR - COMMUNITY/ADULT EDUCATION	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
28	5		DIR - DATA PROCESSING	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
29	5		DIR - ELEMENTARY CURRICULUM	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
30	5		DIR - FINE ARTS	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
31	5		DIR - GUIDANCE AND COUNSELING	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
32	5		DIR - HEALTH SERVICES	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
33	5		DIR - INSTRUCTIONAL TECHNOLOGY	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
34	5		DIR - MAINTENANCE/GROUNDS	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
35	5		DIR - NETWORK SERVICES	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
36	5		DIR - PLANNING	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
37	5		DIR - PROFESSIONAL PERSONNEL	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
38	5		DIR - PUBLIC SCHOOL FOUNDATION	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
39	5		DIR - SECONDARY CURRICULUM	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
40	5		DIR - SPECIAL EDUCATION	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
41	5		DIR - SUPPORT SERVICES	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
42	5		DIR - TRANSPORTATION	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
43	5		DIRECTOR	230	304.08	69938.38	380.10	87422.98	456.12	104907.57		73435.30
44	5		ASSOC. PRINCIPAL - HIGH SCHOOL	225	304.08	68417.98	380.10	85522.48	456.12	102626.97		71838.88
45	5		CAMPUS ATHLETIC COORDINATOR	224	304.08	68113.90	380.10	85142.38	456.12	102170.85		71519.60

	A	B	C	D	E	F	G	H	I	J	K	L
1	DENTON INDEPENDENT SCHOOL DISTRICT											
2	EXEMPT SALARY STRUCTURE 2011/2012											
3												10% TILE
4	PAY			NO.	MINIMUM		MIDPOINT		MAXIMUM			NEW HIRE
5	GRADE		POSITION	DAYS	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL		MIN SAL
46	4		ADMINISTRATIVE ASST - SUPT	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
47	4		ASST DIR - TRANSPORTATION	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
48	4		ASSISTANT DIRECTOR	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
49	4		COORD - CONSTRUCTION	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
50	4		COORD - ELEMENTARY BILINGUAL/ESL	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
51	4		COORD - FACILITIES	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
52	4		COORD - FEDERAL FUNDS	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
53	4		COORD - LIBRARY	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
54	4		COORD - MIDDLE SCHOOL BILINGUAL/ESL	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
55	4		COORD - MIDDLE/HIGH SCHOOL BILINGUAL/ESL	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
56	4		COORD- TESTING AND ASSESSMENT	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
57	4		HUMAN RESOURCES SPECIALIST	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
58	4		NETWORK ENGINEER TELEPHONY	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
59	4		NETWORK SECURITY ENGINEER	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
60	4		PROGRAM SUPV -BILINGUAL/ESL	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
61	4		PURCHASING AGENT	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
62	4		SUPV - ACCOUNTING	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
63	4		SUPV - MAINTENANCE/GROUNDS	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
64	4		SUPV - PAYROLL	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
65	4		TECHNOLOGY WEBMASTER/TRAINER	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
66	4		COORD - INSURANCE	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
67	4		ASST. DIR./COORDINATOR/SUPERVISOR/THERAPIST/SPECIAL	230	257.31	59180.45	321.63	73975.57	385.96	88770.68		62139.48
68	4		COORD - ACADEMIC SUBJECT AREAS	220	257.31	56607.39	321.63	70759.24	385.96	84911.09		59437.76
69	4		COORD - GIFTED/TALENTED PROGRAM	220	257.31	56607.39	321.63	70759.24	385.96	84911.09		59437.76
70	4		COORD - STUDENT ASSISTANCE PROGRAM	220	257.31	56607.39	321.63	70759.24	385.96	84911.09		59437.76
71	4		SUPV - SPEC ED	220	257.31	56607.39	321.63	70759.24	385.96	84911.09		59437.76
72	4		ASST. DIR./COORDINATOR/SUPERVISOR/THERAPIST/SPECIAL	220	257.31	56607.39	321.63	70759.24	385.96	84911.09		59437.76
73	4		ASST PRINCIPAL - HIGH SCHOOL	210	257.31	54034.33	321.63	67542.91	385.96	81051.49		56736.04
74	4		ASST PRINCIPAL - MIDDLE SCHOOL	210	257.31	54034.33	321.63	67542.91	385.96	81051.49		56736.04
75	4		COORD - DEAF ED	210	257.31	54034.33	321.63	67542.91	385.96	81051.49		56736.04
76	4		SPEC - BEHAVIOR MGMT	210	257.31	54034.33	321.63	67542.91	385.96	81051.49		56736.04
77	4		SUPV - SPEC ED	210	257.31	54034.33	321.63	67542.91	385.96	81051.49		56736.04
78	4		COORDINATOR/SUPERVISOR	210	257.31	54034.33	321.63	67542.91	385.96	81051.49		56736.04
79	4		ASST PRINCIPAL - ELEMENTARY	202	257.31	51975.88	321.63	64969.85	385.96	77963.82		54574.67
80	4		COORD - BILINGUAL/ESL	202	257.31	51975.88	321.63	64969.85	385.96	77963.82		54574.67
81	4		ASST. DIR./COORDINATOR/SUPERVISOR/THERAPIST/SPECIAL	202	257.31	51975.88	321.63	64969.85	385.96	77963.82		54574.67
82	4		INTERVENTION SPECIALIST	197	257.31	50689.35	321.63	63361.68	385.96	76034.02		53223.81
83	4		ASST. DIR./COORDINATOR/SUPERVISOR/THERAPIST/SPECIAL	197	257.31	50689.35	321.63	63361.68	385.96	76034.02		53223.81
84	4		PSYCHOLOGIST	197	257.31	50689.35	321.63	63361.68	385.96	76034.02		53223.81

	A	B	C	D	E	F	G	H	I	J	K	L
1	DENTON INDEPENDENT SCHOOL DISTRICT											
2	EXEMPT SALARY STRUCTURE 2011/2012											
3												10% TILE
4	PAY			NO.	MINIMUM		MIDPOINT		MAXIMUM			NEW HIRE
5	GRADE		POSITION	DAYS	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL		MIN SAL
85	3		COORD - BUDGET	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
86	3		COORD - COMMUNITY/ADULT EDUCATION	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
87	3		COORD - EXTENDED DAY PROGRAM	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
88	3		COORD - PEIMS	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
89	3		NETWORK ENGINEER III - ADMINISTRATOR	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
90	3		NETWORK ENGINEER III - DATA PROGRAMMER	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
91	3		STADIUM MANAGER	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
92	3		SUPV - ACCOUNTING	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
93	3		SUPV - DATA PROCESSING	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
94	3		SUPV - PUBLICATIONS	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
95	3		TECHNOLOGY CUSTOMER SUPPORT MANAGER	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
96	3		TECHNOLOGY EXCHANGE ENGINEER	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
97	3		TECHNOLOGY SUPPORT MANAGER	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
98	3		COORDINATOR/SUPERVISOR/THERAPIST/SPEC	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
99	3		SPEC/COORD/MANAGER/SUPV	230	208.57	47972.21	260.72	59965.27	312.86	71958.32		50370.82
100	3		COORD - SCHOOL AGE PARENTING PROGRAM	220	208.57	45886.47	260.72	57358.08	312.86	68829.70		48180.79
101	3		COORD./SUPV./THERAPIST/SPEC./MGR./ENGR./ADMIN.	220	208.57	45886.47	260.72	57358.08	312.86	68829.70		48180.79
102	3		COORD./SUPV./THERAPIST/SPEC./MGR./ENGR./ADMIN.	210	208.57	43800.72	260.72	54750.90	312.86	65701.08		45990.75
103	3		COORD./SUPV./THERAPIST/SPEC./MGR./ENGR./ADMIN.	197	208.57	41089.24	260.72	51361.56	312.86	61633.87		43143.71
104	3		ATTENDANCE OFFICER	196	208.57	40880.67	260.72	51100.84	312.86	61321.00		42924.70
105	3		SUPV - CHILD NUTRITION	187	208.57	39003.50	260.72	48754.37	312.86	58505.24		40953.67
106												
107	2		COMPUTER - LEAD REPAIR TECHNICIAN	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
108	2		COMPUTER - REPAIR TECHNICIAN	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
109	2		DATA PROCESSING TECHNICIAN	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
110	2		DISPATCHER	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
111	2		HELP DESK SUPERVISOR	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
112	2		NETWORK ENGINEER II	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
113	2		SPECIALIST - UTILITY	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
114	2		SUPV - CHILD NUTRITION	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
115	2		SUPV - GRANT REPORTING/ACCOUNT PAYABLE	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
116	2		SUPV - HOUSEKEEPING	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
117	2		SUPV - MAINTENANCE AND GROUNDS	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
118	2		SUPV - MECHANICS	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
119	2		SUPV - ROUTING	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
120	2		SUPV - WAREHOUSE	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
121	2		TECHNOLOGY ASSET MANAGER	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
122	2		TECHNOLOGY DESKTOP SOFTWARE ENGINEER	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43
123	2		TLC SUPPORT ADMINISTRATOR	230	167.64	38556.60	209.55	48195.75	251.46	57834.91		40484.43

	A	B	C	D	E	F	G	H	I	J	K	L
1	DENTON INDEPENDENT SCHOOL DISTRICT											
2	EXEMPT SALARY STRUCTURE 2011/2012											
3												10% TILE
4	PAY			NO.	MINIMUM		MIDPOINT		MAXIMUM		NEW HIRE	
5	GRADE		POSITION	DAYS	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	MIN SAL	
124	2		COORDINATOR/SPECIALIST/SUPERVISOR/TECHNICIAN	230	167.64	38556.60	209.55	48195.75	251.46	57834.91	40484.43	
125	2		SUPV - CHILD NUTRITION CAMPUS	187	167.64	31348.19	209.55	39185.24	251.46	47022.29	32915.60	
126	2		THERAPIST - ORIENTATION/MOBILITY	187	167.64	31348.19	209.55	39185.24	251.46	47022.29	32915.60	
127												
128	1		ASSISTANT DISPATCHER	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
129	1		COMPUTER - HELP DESK TECHNICIAN	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
130	1		DYNIX SUPPORT ADMINISTRATOR	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
131	1		OPERATOR - DATA PROCESSING	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
132	1		ROUTING SPECIALIST - TRANSPORTATION	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
133	1		SPEC - TRANS-TRAINING/SAFETY	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
134	1		STUDENT MANAGEMENT OFFICER - TRANSPORTATION	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
135	1		SUPV - TRANS SPECIAL NEEDS	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
136	1		TECHNOLOGY MEDIA SPECIALIST	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
137	1		COORDINATOR/SPECIALIST/SUPERVISOR/TECHNICIAN	230	140.35	32280.25	175.44	40350.31	210.52	48420.37	33894.26	
138	1		CAMPUS COMPUTER TECHNICIAN	197	140.35	27648.73	175.44	34560.92	210.52	41473.10	29031.17	

**DENTON INDEPENDENT SCHOOL DISTRICT
PAY RATES FOR SUBSTITUTE POSITIONS
2011-2012**

<u>POSITION</u>	<u>DAILY RATE</u>	<u>RATE 1*</u>	<u>RATE 2**</u>
Certified Teacher, all levels	\$90	\$95	\$105
Degreed Teacher, all levels	\$80	\$85	\$95
Teacher with 60 semester hours , all levels	\$70	\$75	\$85
Teacher–High School Dipl./G.E.D.*** (Elementary Only)	\$70	\$75	\$85
Teacher Aide–High School Diploma/G.E.D.	\$70	\$70	\$70
Substitute Nurse	\$120		
Office/Clerical – High School Diploma/G.E.D.	\$10.23 per hour		

***Rate 1** on the 11th day for the same teacher

** **Rate 2** on the 21st day for the same teacher

***H.S. Diploma with 60 clock hours as a volunteer with campus principal approval

Please note: When substituting in a teacher's aide position, you will be paid the Teacher's Aide Daily Rate of \$70/day.

**DENTON ISD SUPPLEMENTAL DUTIES/STIPEND GUIDELINES
2011-2012**

The purpose of this document is to help guide the process of administering supplemental wages for employees within the Denton ISD. The practices described are intended to help implement local school board policy as related to supplemental duties and wages. The intent is to help provide a more consistent stipend amount for position control and for budgetary purposes.

Please refer to the following stipend charts for (Academic/Fine Arts/UIIL/Student Groups/Organizations/Clubs/Others and Athletics). Also **please notice the Stipend Request Forms for each stipend category.**

All Stipends within our Critical Areas (Bilingual and Special Education), Department Heads, Lead Personnel and Athletics **will be initiated, managed and submitted to Human Resources by the directors of those departments. Employees receiving Critical Area Stipends do not need to complete/submit a stipend request form.**

**DENTON INDEPENDENT SCHOOL DISTRICT
DIVISION OF HUMAN RESOURCES
STIPEND INFORMATION**

The following information will provide you instructions to secure certain stipend payments for the 2011-2012 school year.

Part A Stipends (to commence with the September payroll)

<u>Stipend Areas</u>	<u>Action to Be Taken</u>
• Athletic Coaching Stipends	None - submitted by the Athletic Office
• Critical Area Stipends (Bilingual)	None – to be completed by Bilingual Office & Human Resources
• Position Stipends (Counselors, Psychologists, Diagnosticians, Soc. Wrks, Interv. Specialists, etc.)	None – to be completed by Special Ed & Human Resources
• Secondary Department Heads	None - submitted by the Campus Principal
• Secondary Lead Personnel	None - submitted by the Campus Principal
• Elementary Grade Level Leaders	None - submitted by the Campus Principal

Part B Stipends (New Stipends and stipend changes will commence with the October and November payrolls.)

<u>Stipend Areas</u>	<u>Action to Be Taken</u>
• Special Education Stipends (Life Skills, ALS, SAC, Speech Path. etc.)	None - submitted by the Special Education Office
• UIL Academic Events Sponsors	Complete Stipend Request Form (click here)
• UIL Fine Arts Events, TETA/TMEA/ TAEA/TDEA Processes Sponsors, and Elementary – Non UIL Competitions	Complete Stipend Request Form (click here)
• Non-UIL Student Clubs, Student Groups And Student Organization Sponsors	Complete Stipend Request Form (click here)

If you received Part B Stipend payment(s) for the 2011-2012 school year, you will receive these payments for the September payroll. To receive subsequent payments, your campus principal/supervisor must approve your sponsored activities. Thus, you must complete the appropriate Stipend Request Form(s). Your completed form must be submitted to your campus principal/supervisor by **Thursday, September 30, 2011**, otherwise your stipends will be removed. Please note that stipend payments may be approved, added, changed, prorated, and/or deleted when necessary during the school year.

The **stipend request forms**, **stipend payment schedules** ([click here](#)), and **stipend codes** ([click here](#)) may be accessed from the "District Drive (O)" in the **"Human Resources"** folder in the **"Stipends"** folder

Part C Stipends (Various Beginning Times – Travel Instructions [{click here}](#))

<u>Stipend Areas</u>	<u>Action to Be Taken</u>
• Travel Allowance/Stipend Mileage Chart (click here)	Complete Stipend Request Form (click here)

	A	B
1	DENTON INDEPENDENT SCHOOL DISTRICT	
2	ACADEMIC/FINE ARTS/UIL/STUDENT GROUPS/ORGANIZATIONS/CLUBS	
3	POSITION/CRITICAL AREA ASSIGNMENTS AND OTHERS	
4	2011-2012	
5		
6	<u>POSITION</u>	<u>AMOUNT</u>
7	BAND:	
8	H. S. Head Director	15400.00
9	H. S. Assistant Director	8100.00
10	J. H./M. S. Director	7000.00
11	J. H./M. S. Asst. Director	3500.00
12	CHOIR:	
13	H. S. Head Director	7000.00
14	H. S. Assistant Director	4000.00
15	J. H./M. S. Director	2000.00
16	J. H./M. S. Asst. Director	1000.00
17	ORCHESTRA:	
18	H. S. Head Director	7000.00
19	H. S. Assistant Director	4000.00
20	J. H./M. S. Director	3000.00
21	J. H./M. S. Asst. Director	1000.00
22	THEATER ARTS	
23	H. S. Head Director	7500.00
24	H. S. Assistant Director	3000.00
25	J. H./M. S. Director	2000.00
26	DANCE	
27	Drill Team	7500.00
28	Assistant Drill Team	1500.00
29	SPONSORED ACTIVITIES	
30	H. S. Cheerleaders - Varsity	4500.00
31	H. S. Assistant Cheerleaders	1500.00
32	H. S. Honor Society	600.00
33	H. S. Newspaper	1400.00
34	H. S. PALS	2000.00
35	H. S. Renaissance	2000.00
36	H. S. Student Council	4470.00
37	H. S. Yearbook	1800.00
38	J. H./M. S. Cheerleaders	1500.00
39	J. H./M. S. Jr. Honor Society	600.00
40	J. H./M. S. Yearbook	1000.00
41	J. H./M. S. Newspaper	500.00
42	J. H./M. S. Student Council	750.00
43	CRITICAL AREAS	
44	Bilingual	3500.00
45	Bilingual Non-certified	1750.00
46	Deaf Education Interpreter Certified	3500.00
47	Deaf Education Interpreter Non-certified	1000.00
48	Special Education (ALS/SAC)	2500.00
49	Special Education (Life Skills)	1250.00
50	Speech Pathologist	1750.00

	A	B
6	<u>POSITION</u>	<u>AMOUNT</u>
51	POSITIONS STIPENDS (Prorated)	
52	Counselors	1750.00
53	Diagnosticians	1750.00
54	Intervention Specialist	1750.00
55	Psychologists	1750.00
56	Social Worker	1750.00
57	Special Education Support Staff	1750.00
58	DEPARTMENT CHAIRPERSON/LEAD PERSONNEL	
59	High School*	1700.00
60	Jr. High/Middle School**	1200.00
61	Lead Personnel***	700.00
62	UNIVERSITY INTERSCHOLASTIC LEAGUE	
63	HS/MS UIL EVENTS	500.00
64	HS UIL COORD	1000.00
65	MS UIL COORD	700.00
66	STUDENT ACTIVITIES	
67	Student Clubs/Groups/Organizations	400.00
68	OTHER DUTIES	
69	HS Auditorium Manager	1000.00
70	MS Auditorium Manager	500.00
71		
72	*English, Math, Science, Social Studies , World Languages	
73	**English, Math, Science, Social Studies	
74	***Fine Arts, Special Education, Physical Education, CTE, Elem Lead Persons, etc.	

	A	B
1	DENTON INDEPENDENT SCHOOL DISTRICT	
2	ATHLETIC STIPENDS	
3	2011-2012	
4		
5	<u>ASSIGNMENT</u>	<u>AMOUNT</u>
6	FOOTBALL	
7	HS COORD / 1ST ASSISTANT	7800
8	HS ASSISTANT COACH	6970
9	MS HEAD COACH	3000
10	MS ASSISTANT	2135
11	BASEBALL	
12	HS HEAD COACH	6600
13	HS ASST COACH	5270
14	SOFTBALL	
15	HS HEAD COACH	6600
16	HS ASST COACH	5270
17	BASKETBALL	
18	HS HEAD COACH	8700
19	HS ASST COACH	5270
20	MS HEAD COACH	2235
21	MS ASSISTANT	900
22	VOLLEYBALL	
23	HS HEAD COACH	6600
24	HS ASST COACH	5270
25	MS HEAD COACH	2235
26	MS ASSISTANT	2035
27	TRACK	
28	HS HEAD COACH	6470
29	HS ASST COACH	5270
30	MS HEAD COACH	2135
31	MS ASSISTANT	800
32	SOCCER	
33	HS HEAD COACH	6000
34	HS ASST COACH	4776
35	CROSS COUNTRY	
36	HS HEAD COACH	5500
37	MS HEAD COACH	900
38	TENNIS	
39	HS HEAD COACH	6100
40	GOLF	
41	HS HEAD COACH	6100
42	SWIMMING	
43	HS HEAD COACH	5399
44	ATHLETIC TRAINER	
45	ATHLETIC TRAINER	9200
46	OTHER	
47	BOYS MS COORDINATOR	1000
48	GIRLS MS COORDINATOR	1000
49	GIRLS HS COORDINATOR	500
50	ASSISTANT CROSS COUNTRY	1000
51	ASSISTANT TENNIS	4835
52	ASSISTANT GOLF	4035
53	ASSISTANT SWIMMING	2800
54	HIGH SCHOOL ASSISTANT COACH ADDITIONAL SPORTS (EXCEPT FOOTBALL)	1000
55	HIGH SCHOOL HEAD COACH 2ND SPORT	1000
56	MIDDLE SCHOOL HEAD COACH ADDITIONAL SPORTS	1000
57	MIDDLE SCHOOL HEAD COACH ADDITIONAL SPORTS	900
58	MIDDLE SCHOOL COACH ADDITIONAL SPORTS (TRACK/VOLLEYBALL)	800
59	MIDDLE SCHOOL COACH ADDITIONAL SPORTS	900
60	COACHING DURING CONFERENCE PERIOD	750

**DENTON INDEPENDENT SCHOOL DISTRICT
STIPEND REQUEST FORM
2011-2012 SCHOOL YEAR
UIL FINE ARTS STIPENDS
MIDDLE SCHOOL AND HIGH SCHOOL UIL EVENTS
TAEA, TDEA, TETA, AND TMEA PROCESSES
ELEMENTARY - NON UIL COMPETITIONS**

You must complete this form if you are entitled to receive a stipend(s) as a sponsor of any Fine Arts Event. The completed form(s) should be returned to your principal/supervisor for approval. Following approval, the form(s) will be submitted to Human Resources for processing and the stipend(s) will commence the next appropriate payroll period. Please note that stipends may be approved, paid and/or deleted when necessary during the school year. **This form is to be used for Secondary UIL Fine Arts Events/Competitions and Elementary Non-UIL Fine Arts Events/Competitions.**

NAME: _____ ID# _____

POSITION/ASSIGNMENT: _____

CAMPUS/LOCATION: _____

<u>UIL EVENT NAME (M.S. AND H.S.)</u>	<u>FREQ. OF MEETINGS</u> (i.e., weekly, monthly, bi-monthly)
#1 ONE ACT PLAY	_____
#2 SOLO-ENSEMBLE	_____
#3 CONCERT/SIGHTREADING	_____
<u>EVENT NAME</u>	
#4 TETA PROCESS	_____
#5 TMEA PROCESS	_____
#6 TAEA PROCESS	_____
#7 TDEA PROCESS	_____
<u>MIDDLE SCHOOL (NON UIL)</u>	
#8 SOLO-ENSEMBLE	_____
<u>ELEMENTARY (NON UIL)</u>	
#9 5TH GRADE HONOR CHOIR	_____
#10 OUTSIDE ENSEMBLES	_____

HR OFFICE USE
CODE AMT

HR OFFICE USE
CODE AMT

CODE AMT

CODE AMT

If there is a co-sponsor(s), please list name(s) below as stipends will be split. Also, stipends may be prorated to "start date".

C O - S P O N S O R (S)

Event # _____	_____	_____	_____
Event # _____	_____	_____	_____
Event # _____	_____	_____	_____

_____ Signature of Sponsor	_____ Date
_____ Signature of Principal/Supervisor	_____ Date
_____ Human Resources	_____ Date

**DENTON INDEPENDENT SCHOOL DISTRICT
STIPEND REQUEST FORM
2011-2012 SCHOOL YEAR
STUDENT CLUBS, GROUPS, AND ORGANIZATIONS**

You must complete this form if you are entitled to receive a stipend(s) as a sponsor of a student club(s), group(s) and/or organization(s). The completed form(s) should be returned to your principal/supervisor for approval. Following approval, the form(s) will be submitted to Human Resources for processing. Please note that stipends may be approved, paid and/or deleted when necessary during the school year. **Please do not use this form for UIL events/competitions.**

NAME: _____ ID# _____

POSITION/ASSIGNMENT:_____

CAMPUS/LOCATION:_____

CLUB, GROUP, ORG	OFFICERS ELECTED		FREQUENCY OF MEETINGS (i.e., weekly, monthly, bi-monthly)	HR OFFICE USE	
	IF APPLICABLE (N/A) <u>YES</u>	<u>NO</u>		<u>CODE</u>	<u>AMT</u>
#1 _____	_____	_____	_____	_____	_____
#2 _____	_____	_____	_____	_____	_____
#3 _____	_____	_____	_____	_____	_____
#4 _____	_____	_____	_____	_____	_____
#5 _____	_____	_____	_____	_____	_____
#6 _____	_____	_____	_____	_____	_____
#7 _____	_____	_____	_____	_____	_____
#8 _____	_____	_____	_____	_____	_____
#9 _____	_____	_____	_____	_____	_____
#10 _____	_____	_____	_____	_____	_____
#11 _____	_____	_____	_____	_____	_____
#12 _____	_____	_____	_____	_____	_____

If there is a co-sponsor(s), please list name(s) below as stipends will be split. Also, stipends will be prorated to "start date".

C O - S P O N S O R (S)

Activity # _____

Activity # _____

Activity # _____

Signature of Sponsor **Date**

Signature of Principal/Supervisor _____ **Date** _____

Human Resources	Date
-----------------	------

**DENTON INDEPENDENT SCHOOL DISTRICT
STIPEND REQUEST FORM
2011-2012 SCHOOL YEAR
UIL ACADEMIC EVENTS**

You must complete this form if you are entitled to receive a stipend(s) as a sponsor of any **UIL Academic Event**. The completed form(s) should be returned to your principal/supervisor for approval. Following approval, the form(s) will be submitted to Human Resources for processing. Please note that stipends may be approved, paid, and/or deleted when necessary during the school year. **Please do not use this form for UIL Fine Arts Events/Competitions.**

ID# _____

POSITION/ASSIGNMENT:_____

CAMPUS/LOCATION:_____

HR OFFICE USE
CODE **AMT**

[illegible]

<u>UIL EVENT NAME</u>	<u>FREQ. OF MEETINGS</u>	<u>COMPETITION DATES/ROUNDS</u>			
	<u>(i.e., weekly, monthly, bi-monthly)</u>	<u>DATE(1)</u>	<u>DATE(2)</u>	<u>DATE(3)</u>	<u>DATE(4)</u>
#1 _____	_____	_____	_____	_____	_____
#2 _____	_____	_____	_____	_____	_____
#3 _____	_____	_____	_____	_____	_____
#4 _____	_____	_____	_____	_____	_____
#5 _____	_____	_____	_____	_____	_____
#6 _____	_____	_____	_____	_____	_____
#7 _____	_____	_____	_____	_____	_____
#8 _____	_____	_____	_____	_____	_____
#9 _____	_____	_____	_____	_____	_____
#10 _____	_____	_____	_____	_____	_____
#11 _____	_____	_____	_____	_____	_____
#12 _____	_____	_____	_____	_____	_____

If there is a co-sponsor(s), please list name(s) below as stipends will be split. Also, stipends may be prorated to "start date".

C O - S P O N S O R (S)

Event #				
Event #				
Event #				

Signature of Sponsor	Date
Signature of Principal/Supervisor	Date
Human Resources	Date

	A	B	C
1	DENTON INDEPENDENT SCHOOL DISTRICT		
2	FREQUENTLY USED STIPEND CODES		
3			
4			
5	<u>CODE</u>	<u>DESCRIPTION</u>	
6	01 thru 10	Base Salary	
7	18	Travel Stipend	
8	100	High School Head Coach	
9	101	High School Assistant Coach	
10	102	Athletic Trainer	
11	103	Other Athletic Pay	
12	104	M. S. Head Coach	
13	105	M. S. Assistant Coach	
14	107	Drill Team Sponsor	
15	110	Fine Arts Position Stipend	
16	111	UIL Event Sponsor	
17	112	Student Club Sponsor	
18	119	Position Stipend (Couns., Diags., Psych., Soc, Wrks., Int. Spec., etc.)	
19	120	Critical Area Stipend (Bilingual, Special Education -LS, ALS, SAC)	
20	122	Extra Duty Pay	
21	129	Department Head Stipend	
22	130	High School Activity	
23	131	Cheerleaders	
24	132	Student Council	
25	133	Honor Society	
26	134	Year Book	
27	137	M. S. Non Academic Activities	
28	138	M. S. Cheerleaders	
29	139	M. S. Student Council	
30	140	M. S. Honor Society	
31	141	M. S. Year Book	
32	151	M. S. Academic Activities	
33	164	Grade Level Stipends	
34	165	ELT Stipends	

DENTON INDEPENDENT SCHOOL DISTRICT
DIVISION OF HUMAN RESOURCES
TRAVEL STIPEND INFORMATION

In order to receive a travel stipend, you must submit a **travel allowance request form each year** to Human Resources. This year, all 2010-2011 travel stipends will remain in place through November payroll in order to allow employees time to submit valid documentation and verification of appropriate travel activity for the current school year. **Please note that any changes to your travel stipend for the current school year (2011-2012) should be reflected in your December paycheck.**

Tracking of travel mileage activity for reimbursement will begin on August 22nd (the first day students returned to school). Employees will be given until November 15th to submit a 2011-2012 updated travel allowance request from to the HR department. The form must contain your signature and your direct supervisor's signature. Failure to submit the form with appropriate signatures by the specified deadline will result in the termination of your travel stipend.

Once we receive your travel allowance request form, the necessary adjustments will be made based on the accuracy of your travel pattern for the 2011-2012 school year. It could be that your travel pattern has changed, thus increasing your mileage which will necessitate additional compensation for your travel activity or it could be that your travel activity/pattern will necessitate a reduction in your travel allowance. While this might appear somewhat inconvenient, our goal is to be fair and fiscally responsible in regards to appropriately compensating all employees for actual miles traveled.

Please find the attached [2011-2012 Travel Allowance Request Form](#) to be used for consistent/standard travel pattern and the attached [2011-2012 Mileage Chart](#). You can also find these forms on the *district's "O" Drive – Human Resources* folder – *Travel* folder or follow the highlighted links to the noted documents.

**DENTON INDEPENDENT SCHOOL DISTRICT
TRAVEL STIPEND/ALLOWANCE
2011-2012 SCHOOL YEAR**

You must complete this form if you are entitled to receive or retain a travel stipend/allowance. The completed form is to be submitted to the personnel office for processing. Please note that stipends may be approved, paid and/or deleted at any time during the school year. If you have district-wide responsibilities and you are not assigned to a school campus, please track your mileage for a three week period and use one sheet per week.

NAME: _____ ID# _____

Week of _____

POSITION/ASSIGNMENT: _____

CAMPUS/LOCATION: _____

<u>Daily Schedule</u>	<u>Location #1*</u>	<u>Location #2</u>	<u>Location #3</u>	<u>Location #4</u>	<u>Location #5</u>
Monday	_____	_____	_____	_____	_____
Tuesday	_____	_____	_____	_____	_____
Wednesday	_____	_____	_____	_____	_____
Thursday	_____	_____	_____	_____	_____
Friday	_____	_____	_____	_____	_____

OR

"A" Day	_____	_____	_____	_____	_____
"B" Day	_____	_____	_____	_____	_____

HR Office Use:	Miles: _____	Miles: _____	Miles: _____	Miles: _____
	Total Miles: _____		Code: 018	Amount: _____

**First location of the work day*

Signature of Employee

Date

Signature of Principal/Supervisor

Date

	<u>A Windle</u>	<u>ATC</u>	<u>Blanton</u>	<u>Borman</u>	<u>Calhoun</u>	<u>Central</u>	<u>C Stadium</u>	<u>Cross Oaks</u>	<u>Crownover</u>	<u>Davis Sch</u>	<u>Denton HS</u>	<u>EP Rayzor</u>	<u>Evers</u>	<u>F Moore</u>	<u>Ginnings</u>	<u>Gonzalez</u>	<u>Guyer HS</u>	<u>Harpool</u>	<u>Hawk</u>	<u>Hodge</u>	<u>Houston</u>
A Windle	0	3.43	9.78	4	2.27	1.94	3.33	9.89	6.35	1.01	2.77	11.81	3.17	2.21	2.74	3.61	6.86	9.88	6.22	2.89	4
ATC	3.43	0	13.01	6.33	4.35	3.47	0.16	11.21	9.55	3.91	4.19	14.38	2.45	4.83	1.73	0.21	10.24	13.12	9.43	2.27	7.38
Blanton	9.78	13.01	0	7.92	9.08	9.56	12.91	15.87	4.94	9.63	9.63	2.45	11.24	8.76	11.71	13.19	3.23	0.12	4.66	12.12	6.06
Borman	4	6.33	7.92	0	2.33	2.88	6.23	13.54	6.18	3.1	2.5	9.29	4.56	2.15	5.03	6.51	6.38	8.02	6.06	6.44	3.34
Calhoun	2.27	4.35	9.08	2.33	0	0.9	4.24	11.75	6.59	1.36	0.74	10.45	2.44	1.45	3.04	4.52	6.99	9.18	6.47	4.64	3.99
Central	1.94	3.47	9.56	2.88	0.9	0	3.36	11.23	6.75	1.26	0.91	10.93	1.76	1.61	2.17	3.64	7.15	9.66	6.63	3.78	4.15
C Stadiuim	3.33	0.16	12.91	6.23	4.24	3.36	0	11.1	9.45	3.8	4.08	14.28	2.57	4.73	1.63	0.33	10.14	13.01	9.33	2.17	7.28
Cross Oaks	9.89	11.21	15.87	13.54	11.75	11.23	11.1	0	12.97	10.85	11.96	17.9	11.57	12.04	11.14	11.38	13.47	15.98	12.99	9.26	13
Crownover	6.35	9.55	4.94	6.18	6.59	6.75	9.45	12.97	0	6.2	7.32	6.97	8.51	5.45	8.77	9.73	2.54	5.05	0.28	8.19	3.37
Davis Sch	1.01	3.91	9.63	3.1	1.36	1.26	3.8	10.85	6.2	0	2.09	11.15	2.99	1.35	2.87	4.08	6.71	9.74	6.08	3.8	3.8
Denton HS	2.77	4.19	9.63	2.5	0.74	0.91	4.08	11.96	7.32	2.09	0	11	2.28	2.19	2.89	4.36	7.71	9.73	7.2	4.5	4.71
EP Rayzor	11.81	14.38	2.45	9.29	10.45	10.93	14.28	17.9	6.97	11.15	11	0	12.61	10.2	13.08	14.56	5.27	2.56	6.7	14.15	8.09
Evers	3.17	2.45	11.24	4.56	2.44	1.76	2.57	11.57	8.51	2.99	2.28	12.61	0	3.37	1.29	2.33	8.91	11.34	8.39	3.28	5.91
F. Moore	2.21	4.83	8.76	2.15	1.45	1.61	4.73	12.04	5.45	1.35	2.19	10.2	3.37	0	3.53	5.01	5.85	8.87	5.33	4.94	2.85
Ginnings	2.74	1.73	11.71	5.03	3.04	2.17	1.63	11.14	8.77	2.87	2.89	13.08	1.29	3.53	0	1.91	9.16	11.81	8.64	2.28	6.16
Gonzalez	3.61	0.21	13.19	6.51	4.52	3.64	0.33	11.38	9.73	4.08	4.36	14.56	2.33	5.01	1.91	0	10.42	13.29	9.61	2.45	7.56
Guyer HS	6.86	10.24	3.23	6.38	6.99	7.15	10.14	13.47	2.54	6.71	7.71	5.27	8.91	5.85	9.16	10.42	0	3.34	2.26	9.2	3.14
Harpool	9.88	13.12	0.12	8.02	9.18	9.66	13.01	15.98	5.05	9.74	9.73	2.56	11.34	8.87	11.81	13.29	3.34	0	4.77	12.23	6.16
Hawk	6.22	9.43	4.66	6.06	6.47	6.63	9.33	12.99	0.28	6.08	7.2	6.7	8.39	5.33	8.64	9.61	2.26	4.77	0	8.07	3.25
Hodge	2.89	2.27	12.12	6.44	4.64	3.78	2.17	9.26	8.19	3.8	4.5	14.15	3.28	4.94	2.28	2.45	9.2	12.23	8.07	0	6.35
Houston	4	7.38	6.06	3.34	3.99	4.15	7.28	13	3.37	3.8	4.71	8.09	5.91	2.85	6.16	7.56	3.14	6.16	3.25	6.35	0
Lee	0.45	3.84	9.79	4.02	2.29	1.98	3.73	10.29	6.36	1.05	2.81	11.82	3.57	2.23	3.15	4.01	6.87	9.9	6.24	3.3	4.01
McMath	3.28	6.3	7.79	1.84	2.75	2.98	6.2	13.11	4.86	2.63	3.3	9.68	4.74	1.68	5	6.48	4.87	7.89	4.74	6.12	1.73
McNair	6.81	10.19	4.67	5.11	6.27	6.75	10.09	14.91	3.55	6.6	6.82	6.71	8.43	5.65	8.9	10.37	1.75	4.78	3.43	9.15	3.09
N Rayzor	3.04	4.27	9.97	2.76	1.23	1.19	4.16	12.04	7.81	2.36	0.52	11.34	2.19	2.68	2.96	4.44	8.17	10.07	7.69	4.58	5.13
Navo	11.49	12.82	19.97	15.15	13.36	12.84	12.71	4.7	15.9	12.45	13.57	22	13.18	13.65	12.75	12.99	17.46	20.08	15.78	10.87	14.6
Nelson	4.97	8.36	5.18	4.49	5.1	5.26	8.25	13.97	2.49	4.83	5.83	7.21	7.03	3.96	7.28	8.53	2.26	5.28	2.37	7.32	1.25
Operations	2.34	4.72	9.48	5.01	3.56	3.71	4.62	9.28	5.02	2.5	4.29	11.51	5.02	3.42	4.59	4.9	6.6	9.58	4.89	3.19	3.74
Paloma Crk	11.59	12.91	20.06	15.24	13.45	12.93	12.8	4.79	15.99	12.55	13.66	22.1	13.27	13.74	12.84	13.08	17.55	20.17	15.87	10.96	14.7
Pecan Crk	5.63	8.64	6.9	5.59	5.93	6.09	8.53	13.04	2.21	5.49	6.66	8.93	7.86	4.79	8.11	8.81	4.5	7.01	2.24	7.28	3.2
Providence	9.46	10.78	17.94	13.11	11.32	10.8	10.67	2.67	13.86	10.42	11.54	19.97	11.14	11.61	10.71	10.95	15.43	18.04	13.74	8.83	12.57
Rivera	1.69	4.74	8.68	2.85	2.03	2.18	4.63	11.53	5.25	0.97	2.76	10.71	3.92	0.79	3.7	4.91	5.76	8.79	5.13	4.53	2.9
Ryan HS	2.69	5.29	9.83	5.36	3.91	4.06	5.18	9.85	5.36	2.85	4.64	11.86	5.58	3.77	5.15	5.46	6.94	9.93	5.24	3.75	4.09
Savannah	12.42	13.74	20.9	16.08	14.28	13.77	13.64	5.63	16.82	13.38	14.5	22.93	14.11	14.58	13.68	13.92	18.39	21	16.7	11.79	15.53
Sparks	0.88	4.26	8.95	3.45	1.86	2.01	4.16	10.72	5.52	0.8	2.59	10.99	3.75	1.48	3.53	4.44	6.04	9.06	5.4	3.72	3.18
Special Nds	3.04	3.98	10.19	2.98	1.32	1.19	3.87	11.75	7.9	2.42	0.72	11.56	1.93	2.77	2.67	4.15	8.3	10.3	7.78	4.29	5.3
Stephens	7.63	10.84	8.36	7.59	7.94	8.1	10.73	11.82	3.75	7.49	8.66	10.39	9.86	6.79	10.11	11.01	5.96	8.47	3.77	9.48	5.2
Strickland	2.46	2.26	11.05	4.37	2.38	1.5	2.15	10.86	8.11	2.29	2.22	12.42	0.73	2.87	0.79	2.43	8.5	11.15	7.98	2.57	5.5
Tech	2.02	3.54	9.5	2.82	0.83	0.08	3.44	11.31	6.82	1.33	0.84	10.87	1.73	1.68	2.24	3.72	7.22	9.61	6.7	3.85	4.22
Transp	2.69	4.93	9.83	5.36	3.91	4.06	4.82	9.49	5.36	2.85	4.64	11.86	5.22	3.76	4.79	5.1	6.94	9.93	5.24	3.39	4.08
Wilson	1.65	2.03	11.3	4.62	2.83	1.96	1.93	10.05	7.95	1.99	2.68	12.67	1.54	3.12	1.11	2.21	8.46	11.41	7.83	1.95	5.6
WS Ryan	5.78	8.49	5.42	3.4	4.56	5.04	8.39	15.15	3.99	5.13	5.11	6.79	6.72	4.18	7.19	8.67	3.76	5.52	3.87	8.5	2.29

	<u>Lee</u>	<u>McMath</u>	<u>McNair</u>	<u>N Rayzor</u>	<u>Navo</u>	<u>Nelson</u>	<u>Operation</u>	<u>Paloma Crk</u>	<u>Pecan Crk</u>	<u>Providence</u>	<u>Rivera</u>	<u>Ryan HS</u>	<u>Savannah</u>	<u>Sparks</u>	<u>Special Nds</u>	<u>Stephens</u>	<u>Strickland</u>	<u>Tech</u>	<u>Transp</u>	<u>Wilson</u>	<u>WS Ryan</u>
A Windle	0.45	3.28	6.81	3.04	11.49	4.97	2.34	11.59	5.63	9.46	1.69	2.69	12.42	0.88	3.04	7.63	2.46	2.02	2.69	1.65	5.78
ATC	3.84	6.3	10.19	4.27	12.82	8.36	4.72	12.91	8.64	10.78	4.74	5.29	13.74	4.26	3.98	10.84	2.26	3.54	4.93	2.03	8.49
Blanton	9.79	7.79	4.67	9.97	19.97	5.18	9.48	20.06	6.9	17.94	8.68	9.83	20.9	8.95	10.19	8.36	11.05	9.5	9.83	11.3	5.42
Borman	4.02	1.84	5.11	2.76	15.15	4.49	5.01	15.24	5.59	13.11	2.85	5.36	16.08	3.45	2.98	7.59	4.37	2.82	5.36	4.62	3.4
Calhoun	2.29	2.75	6.27	1.23	13.36	5.1	3.56	13.45	5.93	11.32	2.03	3.91	14.28	1.86	1.32	7.94	2.38	0.83	3.91	2.83	4.56
Central	1.98	2.98	6.75	1.19	12.84	5.26	3.71	12.93	6.09	10.8	2.18	4.06	13.77	2.01	1.19	8.1	1.5	0.08	4.06	1.96	5.04
C Staduim	3.73	6.2	10.09	4.16	12.71	8.25	4.62	12.8	8.53	10.67	4.63	5.18	13.64	4.16	3.87	10.73	2.15	3.44	4.82	1.93	8.39
Cross Oaks	10.29	13.11	14.91	12.04	4.7	13.97	9.28	4.79	13.04	2.67	11.53	9.85	5.63	10.72	11.75	11.82	10.86	11.31	9.49	10.05	15.15
Crownover	6.36	4.86	3.55	7.81	15.9	2.49	5.02	15.99	2.21	13.86	5.25	5.36	16.82	5.52	7.9	3.75	8.11	6.82	5.36	7.95	3.99
Davis Sch	1.05	2.63	6.6	2.36	12.45	4.83	2.5	12.55	5.49	10.42	0.97	2.85	13.38	0.8	2.42	7.49	2.29	1.33	2.85	1.99	5.13
Denton HS	2.81	3.3	6.82	0.52	13.57	5.83	4.29	13.66	6.66	11.54	2.76	4.64	14.5	2.59	0.72	8.66	2.22	0.84	4.64	2.68	5.11
EP Rayzor	11.82	9.68	6.71	11.34	22	7.21	11.51	22.1	8.93	19.97	10.71	11.86	22.93	10.99	11.56	10.39	12.42	10.87	11.86	12.67	6.79
Evers	3.57	4.74	8.43	2.19	13.18	7.03	5.02	13.27	7.86	11.14	3.92	5.58	14.11	3.75	1.93	9.86	0.73	1.73	5.22	1.54	6.72
F. Moore	2.23	1.68	5.65	2.68	13.65	3.96	3.42	13.74	4.79	11.61	0.79	3.77	14.58	1.48	2.77	6.79	2.87	1.68	3.76	3.12	4.18
Ginnings	3.15	5	8.9	2.96	12.75	7.28	4.59	12.84	8.11	10.71	3.7	5.15	13.68	3.53	2.67	10.11	0.79	2.24	4.79	1.11	7.19
Gonzalez	4.01	6.48	10.37	4.44	12.99	8.53	4.9	13.08	8.81	10.95	4.91	5.46	13.92	4.44	4.15	11.01	2.43	3.72	5.1	2.21	8.67
Guyer HS	6.87	4.87	1.75	8.17	17.46	2.26	6.6	17.55	4.5	15.43	5.76	6.94	18.39	6.04	8.3	5.96	8.5	7.22	6.94	8.46	3.76
Harpool	9.9	7.89	4.78	10.07	20.08	5.28	9.58	20.17	7.01	18.04	8.79	9.93	21	9.06	10.3	8.47	11.15	9.61	9.93	11.41	5.52
Hawk	6.24	4.74	3.43	7.69	15.78	2.37	4.89	15.87	2.24	13.74	5.13	5.24	16.7	5.4	7.78	3.77	7.98	6.7	5.24	7.83	3.87
Hodge	3.3	6.12	9.15	4.58	10.87	7.32	3.19	10.96	7.28	8.83	4.53	3.75	11.79	3.72	4.29	9.48	2.57	3.85	3.39	1.95	8.5
Houston	4.01	1.73	3.09	5.13	14.6	1.25	3.74	14.7	3.2	12.57	2.9	4.09	15.53	3.18	5.3	5.2	5.5	4.22	4.08	5.6	2.29
Lee	0	3.29	6.82	3.08	11.9	4.99	2.02	11.99	5.64	9.86	1.7	2.36	12.83	0.9	3.14	7.65	2.86	2.06	2.36	2.06	5.8
McMath	3.29	0	4.53	3.64	14.72	2.98	4.01	14.81	4.28	12.69	2.07	4.36	15.65	2.45	3.86	6.28	4.34	3.05	4.36	4.57	3.07
McNair	6.82	4.53	0	7.16	17.41	2.21	6.55	17.5	4.58	15.38	5.71	6.89	18.34	5.99	7.39	6.12	8.24	6.7	6.89	8.41	2.23
N Rayzor	3.08	3.64	7.16	0	13.65	6.28	4.79	13.74	7.15	11.61	3.26	5.14	14.58	3.09	0.29	9.16	2.3	1.11	5.13	2.76	5.45
Navo	11.9	14.72	17.41	13.65	0	15.58	10.89	0.17	14.98	2.68	13.13	11.45	1.79	12.33	13.36	15.92	12.47	12.92	11.09	11.66	16.76
Nelson	4.99	2.98	2.21	6.28	15.58	0	4.71	15.67	3.52	13.54	3.88	5.06	16.51	4.15	6.41	5.06	6.62	5.33	5.06	6.58	2.04
Operations	2.02	4.01	6.55	4.79	10.89	4.71	0	10.98	4.1	8.85	2.91	0.74	11.82	2.16	4.88	6.3	4.31	3.78	0.36	3.5	5.89
Paloma Crk	11.99	14.81	17.5	13.74	0.17	15.67	10.98	0	15.07	2.77	13.23	11.55	1.77	12.42	13.45	16.01	12.56	13.01	11.19	11.75	16.85
Pecan Crk	5.64	4.28	4.58	7.15	14.98	3.52	4.1	15.07	0	12.94	4.53	4.45	15.91	4.81	7.24	2.76	7.45	6.16	4.45	7.23	5.03
Providence	9.86	12.69	15.38	11.61	2.68	13.54	8.85	2.77	12.94	0	11.1	9.42	3.61	10.29	11.32	13.88	10.43	10.88	9.06	9.63	14.72
Rivera	1.7	2.07	5.71	3.26	13.13	3.88	2.91	13.23	4.53	11.1	0	3.26	14.06	0.87	3.34	6.53	3.22	2.25	3.26	2.81	4.58
Ryan HS	2.36	4.36	6.89	5.14	11.45	5.06	0.74	11.55	4.45	9.42	3.26	0	12.38	2.51	5.22	6.65	4.87	4.13	0.4	4.07	6.24
Savannah	12.83	15.65	18.34	14.58	1.79	16.51	11.82	1.77	15.91	3.61	14.06	12.38	0	13.26	14.29	16.85	13.4	13.84	12.02	12.59	17.69
Sparks	0.9	2.45	5.99	3.09	12.33	4.15	2.16	12.42	4.81	10.29	0.87	2.51	13.26	0	3.17	6.81	3.05	2.08	2.51	2.48	4.96
Special Nds	3.14	3.86	7.39	0.29	13.36	6.41	4.88	13.45	7.24	11.32	3.34	5.22	14.29	3.17	0	9.24	2.01	1.11	5.22	2.47	5.67
Stephens	7.65	6.28	6.12	9.16	15.92	5.06	6.3	16.01	2.76	13.88	6.53	6.65	16.85	6.81	9.24	0	9.45	8.17	6.65	9.23	6.56
Strickland	2.86	4.34	8.24	2.3	12.47	6.62	4.31	12.56	7.45	10.43	3.22	4.87	13.4	3.05	2.01	9.45	0	1.58	4.51	0.83	6.53
Tech	2.06	3.05	6.7	1.11	12.92	5.33	3.78	13.01	6.16	10.88	2.25	4.13	13.84	2.08	1.11	8.17	1.58	0	4.13	2.03	4.98
Transp	2.36	4.36	6.89	5.13	11.09	5.06	0.36	11.19	4.45	9.06	3.26	0.4	12.02	2.51	5.22	6.65	4.51	4.13	0	3.7	6.24
Wilson	2.06	4.57	8.41	2.76	11.66	6.58	3.5	11.75	7.23	9.63	2.81	4.07	12.59	2.48	2.47	9.23	0.83	2.03	3.7	0	6.78
WS Ryan	5.8	3.07	2.23	5.45	16.76	2.04	5.89	16.85	5.03	14.72	4.58	6.24	17.69	4.96	5.67	6.56	6.53	4.98	6.24	6.78	0