



2019-2020 TASB District Personnel Salary Survey

District Contact Information

(* = Required)

District Name:		*
County District Number: (e.g., 123123)		*
ESC Region: (e.g., 01)		*

Name of Person Completing Survey:		*
Position:		*
Phone:		*
Extension:		*
E-mail:		*

District Demographics

Enrollment/Employees as of September 1, 2019

Enrollment:		*
Number of Employees:		*

Pay Increases

Did you increase base salaries for any employees in 2019–2020?

Select Yes or No from drop-down *

Complete the following for all employee groups in your district:

If yes, report average percent or dollar amount increase. If pay was frozen, enter 0.

Teachers:	
Administrators:	
Professional (e.g., counselor, LSSP):	
Clerical Staff / Classroom Aides:	
Hourly / Auxiliary Employees:	

Comment / Explanation:

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Due Date: **October 2019**

Please fax to 512.467.3508 or scan and email to salary.survey@tasb.org.
TASB HR Services, P.O. Box 400, Austin TX, 78767

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Teachers	Amount	Comment/Description
Number of Full-Time Teachers		
Standard Teacher Duty Days (e.g., 187)		
Average Teacher Salary (10-month salary)		
Highest Actual Teacher Salary (10-month salary)		
Teacher Base Salary	Amount	Comment/Description
0 Years (\$)		
5 Years (\$)		
10 Years (\$)		
15 Years (\$)		
20 Years (\$)		
Highest Salary on Schedule (10-month salary)		
Max years of experience credit awarded to new hires (e.g., 20)		
Teacher Substitute Pay (Report Daily Rates)	Amount	Comment/Description
Non-Degreed		
Degreed		
Degreed-Certified		
Long-Term Degreed		
Long-Term Degreed-Certified		
Other rates can be submitted in the Supplemental Pay Survey via DataCentral		
Teaching Field Stipends	Amount	Comment/Description
Special Education - General		
Special Education - Self-Contained (please describe)		
Foreign Language		
Bilingual Education		
English as a Second Language (ESL)		
Secondary Mathematics		
Secondary Science		
Other Teacher Incentives	Amount	Comment/Description
Teacher Signing Bonus (please describe)		
Hard-to-Staff Campus Stipend		
Master's Degree - Subject-Area		
Master's Degree - General		
National Board Certification		
Teaching Performance (please describe)		
Other (please describe)		
Leadership Roles	Amount	Comment/Description
Department Chair/Grade Leader–High School		
Department Chair/Grade Leader–Middle School		
Department Chair/Grade Leader–Elementary School		
Mentor Teacher		
Continue to the Job Data tab.		

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Survey Job Title	Number of Full-Time Incumbents	Duty Days	Hours per week	Pay Range Minimum	Pay Range Maximum	Incumbent Average or Actual Pay
District Leadership						
Deputy Superintendent						
Chief Financial Officer						
Chief Academic Officer						
Chief Technology Officer						
Chief Facilities and Operations Officer						
Chief Human Resources Officer						
Area Superintendent <i>New!</i>						
Communications Officer						
General Counsel						
Business/Finance						
Director of Finance/Business Manager						
Director of Risk Management						
Director of Purchasing						
Director of Payroll						
Director of Internal Audit						
Accountant (Degreed)						
Accounts Payable Clerk						
Payroll Clerk						
Payroll Supervisor						
Accounting Clerk						
Purchasing Clerk						
Human Resources						
Director of Human Resources						
Certification Specialist						
Human Resources Specialist						
Employee Benefits Specialist						
Curriculum/Instruction						
Director of Curriculum/Instruction						
Instructional Coordinator						
Director of Special Education						
Director of Instructional Technology						
Director of Career & Technical Education						
Director of Fine Arts						
Director of Bilingual Education						
Director of Library & Media Services						
Director of Research, Evaluation, & Accountability						
Federal Programs Administrator						
Instructional Technology Specialist						
District Testing Coordinator						
Director of Nursing & Health Services						
Director of Guidance & Counseling						
Director of Professional Development						
Director of Student Services						

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Central Office/Clerical						
Secretary to Superintendent						
Secretary to Executive/Chief						
Secretary to Director						
Receptionist - Central Office						
Campus Administration						
Principal - High School						
Principal - Middle School						
Principal - Elementary School						
Assistant Principal - High School						
Assistant Principal - Middle School						
Assistant Principal - Elementary School						
Principal - DAEP/JAEP						
Campus Office/Clerical						
Campus Attendance/PEIMS Data Clerk - High School						
Campus Attendance/PEIMS Data Clerk - Middle School						
Campus Attendance/PEIMS Data Clerk - Elementary School						
Campus Secretary						
Principal Secretary - High School						
Principal Secretary - Middle School						
Principal Secretary - Elementary School						
Bookkeeper - High School						
Registrar - High School						
Registrar - Middle School						
Athletics, Band and Other assignments Report all days worked and total pay including stipends.						
Director of Athletics (Non-Coaching)						
Director of Athletics/Head Football Coach						
Head Football Coach						
Assistant Director - Athletics						
Athletic Trainer						
High School Band Director						
Agriculture Science Teacher						
ROTC Instructor						
Paraprofessional Support						
Classroom Teacher Aide						
Computer Lab Aide						
Library Aide						
Special Education Aide - Self-Contained						
Special Education Aide - General/Resource						
Licensed Vocational Nurse (LVN)						
Deaf-Education Interpreter (Basic Certification)						
Parent Liaison (Paraprofessional)						

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Professional Support (include any professional supplements in the Incumbent Average or Actual Pay amount)						
School Counselor - High School						
School Counselor - Middle School						
School Counselor - Elementary School						
Diagnostician						
Librarian						
Nurse (RN)						
Speech-Language Pathologist						
Speech-Language Pathology Assistant						
Licensed Specialist in School Psychology						
Occupational Therapist (Licensed)						
Physical Therapist (Licensed)						
Social Worker						
Behavior Specialist						
Instructional Coach (Campus Level)						
Maintenance						
Director of Maintenance						
Energy Manager						
Construction Project Specialist						
Maintenance Supervisor						
Maintenance Foreman						
General Maintenance Worker						
Groundskeeper						
Painter						
Carpenter						
Electrician (Journeyman License)						
HVAC Mechanic (Licensed)						
Plumber (Journeyman License)						
Warehouse Supervisor						
Warehouse Assistant						
Pest Control Specialist						
Custodial						
Custodian						
High School Lead Custodian						
Elementary School Lead Custodian						
Custodial Supervisor						
Transportation						
Director of Transportation						
Transportation Supervisor <i>New!</i>						
Vehicle Mechanic						
Bus Driver						
Bus Monitor						
Transportation Dispatcher						

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Child Nutrition						
Director of Child Nutrition						
District Child Nutrition Supervisor						
High School Cafeteria Manager						
Elementary School Cafeteria Manager						
Cafeteria Worker						
Safety/Security						
Chief of Police						
Police Lieutenant						
Police Sergeant						
Police Officer/Certified Peace Officer						
Security Guard						
Crossing Guard						
Information Technology						
Network Administrator						
Database Administrator						
IT Coordinator/Manager						
Systems Programmer/Analyst - Entry						
Systems Programmer/Analyst - Senior						
Web Administrator						
PEIMS Manager <i>New!</i>						
District PEIMS Specialist <i>New!</i>						
Computer Technician						
Telecommunications Technician						
Help Desk Technician						
Network Technician						