

**Rio Brazos Education Cooperative
2008/2009 Compensation Plan and Pay Increases**

Administrative/Professional Pay Structure

For illustration only

| Pay Grade | Daily Rates | | | Pay Increase 2.5% Daily | <i>For illustration only</i> | |
|--|-----------------|-----------------|-----------------|-------------------------------|------------------------------|-------------------|
| | Minimum | Midpoint | Maximum | | 196 Days | 226 Days |
| 1 | \$197.06 | \$246.33 | \$295.60 | \$6.16 | \$1,207.02 | \$1,391.76 |
| POSITIONS: OT Asst., Speech Asst., PT Asst., VH Instructor, Social Worker | | | | | | |
| 2 | \$210.85 | \$263.57 | \$316.29 | \$6.59 | \$1,291.49 | \$1,489.17 |
| POSITIONS: Accountant, Diagnostician, Network Adm., Counselor, Speech Path. | | | | | | |
| 3 | \$225.61 | \$282.02 | \$338.43 | \$7.05 | \$1,381.90 | \$1,593.41 |
| POSITIONS: LSSP, PT, OT | | | | | | |
| 4 | \$241.41 | \$301.77 | \$362.12 | \$7.54 | \$1,478.65 | \$1,704.97 |
| POSITIONS: AEP Director, Sp Ed Coord., Speech Coord. | | | | | | |
| 5 | \$258.32 | \$322.90 | \$387.47 | \$8.07 | \$1,582.19 | \$1,824.36 |
| POSITIONS: Business Services Director, Sp. Ed. Director, School Psychologist | | | | | | |
| 6 | \$276.40 | \$345.50 | \$414.59 | \$8.64 | | \$1,952.05 |
| POSITIONS: Executive Director | | | | | | |

Auxiliary Pay Structure

| Pay Grade | Hourly Rates | | | Pay Increase For | <i>illustration only</i> | |
|--|----------------|----------------|----------------|---------------------|--------------------------|-----------------|
| | Minimum | Midpoint | Maximum | | 187 Days | 240 Days |
| 1 | \$7.14 | \$8.93 | \$10.71 | \$0.22 | \$333.80 | \$428.40 |
| POSITIONS: Custodian, Bus Aide | | | | | | |
| 2 | \$8.72 | \$10.89 | \$13.06 | \$0.27 | \$407.29 | \$522.72 |
| POSITIONS: Delivery Driver, Receptionist | | | | | | |
| 3 | \$10.10 | \$12.64 | \$15.17 | \$0.32 | \$472.55 | \$606.48 |
| POSITIONS: Bus Driver, Mechanic Asst., Teachers Aide | | | | | | |
| 4 | \$11.73 | \$14.65 | \$17.57 | \$0.37 | \$547.91 | \$703.20 |
| POSITIONS: Sp. Ed. Adm. Asst., Speech Secretary, AP Clerk, Accounting Clerk | | | | | | |
| 5 | \$13.62 | \$17.00 | \$20.37 | \$0.42 | \$635.61 | \$815.76 |
| POSITIONS: Exec. Dir. Adm. Asst., Payroll Coord., Maint. Supv., Mechanic, Transp. Specialist | | | | | | |
| 6 | \$15.77 | \$19.71 | \$23.65 | \$0.49 | \$737.15 | \$946.08 |
| POSITIONS: Transportation Coordinator | | | | | | |

NOTES:

Annual salary is determined by the actual time worked and is based on the following formulas. Administrative/Professional annual salary equals # of work days multiplied by percent of day multiplied by the daily rate.

Auxilliary annual salary equals # of work days multiplied by the # of hours worked per day multiplied by the hourly rate.

Year-round auxillary staff will be paid for 240 days, Professional staff for 226 days

The above rates are for illustration only. Actual pay calculations may differ slightly due to rounding.

RBEC Teacher Pay Scale

| Total Years Experience | 2008/2009 Scale | Daily Rate of Pay |
|---------------------------|--------------------|----------------------|
| 0 | \$31,210 | \$166.90 |
| 1 | \$31,800 | \$170.05 |
| 2 | \$32,390 | \$173.21 |
| 3 | \$32,980 | \$176.36 |
| 4 | \$34,230 | \$183.05 |
| 5 | \$35,470 | \$189.68 |
| 6 | \$36,720 | \$196.36 |
| 7 | \$37,870 | \$202.51 |
| 8 | \$38,970 | \$208.40 |
| 9 | \$40,000 | \$213.90 |
| 10 | \$40,970 | \$219.09 |
| 11 | \$41,900 | \$224.06 |
| 12 | \$42,780 | \$228.77 |
| 13 | \$43,600 | \$233.16 |
| 14 | \$44,380 | \$237.33 |
| 15 | \$45,110 | \$241.23 |
| 16 | \$45,810 | \$244.97 |
| 17 | \$46,470 | \$248.50 |
| 18 | \$47,090 | \$251.82 |
| 19 | \$47,680 | \$254.97 |
| 20 | \$48,230 | \$257.91 |
| 21 | \$48,430 | \$258.98 |
| 22 | \$48,630 | \$260.05 |
| 23 | \$48,830 | \$261.12 |
| 24 | \$49,030 | \$262.19 |
| 25 | \$49,230 | \$263.26 |
| 26 | \$49,430 | \$264.33 |
| 27 | \$49,630 | \$265.40 |
| 28 | \$49,830 | \$266.47 |
| 29 | \$50,030 | \$267.54 |
| 30 | \$50,230 | \$268.61 |

The compensation policy does not allow base salaries to exceed the maximum.

Once reaching the maximum, salary increases will come when the entire scale is adjusted. Some teachers may be paid more than these amounts for stipends or extended duty schedules.

Future salary cannot be predicted from this schedule.

Steps above step 20 increase \$200 per year up to a maximum of step 30