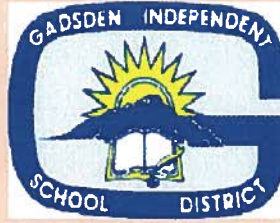


**Superintendent
Efren Yturralde**

**Physical Address
4950 McNutt Road
Sunland Park, NM 88063**

**Mailing Address
P.O. Drawer 70
Anthony, NM 88021
(505) 882-6200**



**GISD Board of Education
Thursday, April 11, 2013
5:00 p.m.**

Information Sheet

| GISD Administration | AFT Local 4212 |
|--|--|
| Barbara A. Browder-Lead Negotiator | Dolores Nanez-President Library Tech. -GHS |
| Steve Suggs, Deputy Superintendent/CFO | Randy Thornley-Executive Vice President-Teacher-STH |
| George Foster-Principal-DPA | Randy Moncrief-Organizer (Retired Teacher)-GISD |
| Judy Creegan-Director-Nursing Srv. | Matthew Grubaugh-Secondary Vice President-Librarian-GHS |
| Alfredo Holguin-Director-PP | Margaret Reeder-Secondary Vice President--VE |
| Lupita Chavez-HR Licensure Coord. | Steven Casares- Elementary Vice President-DT |
| Gloria Lopez-Finance Coord. | Pamela Holguin-Treasurer Attendance Clerk-GHS |
| Carolyn Lindau-Alternate Member | Albert Vallejo-PRSP (Paraprofessional and School-Related Personnel) |
| | Patrick Nolan-Field Representative –AFT for NM |

Negotiations:

- First and foremost always took into consideration the best interest of students
- Satisfied management interests and Union interests
- Were fair, collaborative and always focused on shared solutions

Communications:

- Will continue to occur frequently and throughout the year whether as a part of negotiations or not

| Negotiation Meeting Dates | Location | Time |
|----------------------------------|-----------------|-------------|
| 8/29/12 | GMS | 4:00 p.m. |
| 9/12/12 | GMS | 2:00 p.m. |
| 9/19/12 | GMS | 2:00 p.m. |
| 10/17/12 | GMS | 4:00 p.m. |
| 10/30/12 | GMS | 3:00 p.m. |
| 11/14/12 | GMS | 3:00 p.m. |
| 11/28/12 | GMS | 3:00 p.m. |

GISD/AFT-CBA Review Dates: 1/17/13 to 2/11/13

AFT Ratification Date: 3/12/13

AFT, Local 4212-Ratification of CBA Corrections-3/12/13

**GISD-AFT, Local 4212 CBA Negotiations
12/13SY**

Add Table of Contents as first two pages in the CBA.

No change Article 2,3,4,5, 6, 7,8,9,11,12,13,14,
17,19,20,21,22,25,26,27,28,32,34,35,38,40,41,42,43,44,46,47,48,49,Appendix B.

Article 1---CBA Agreement date and Location TBD

Article 10, "Teaching Environment" Add 1.1 to read:

1.1 Support Staff personnel to duty shall be done on a rotating, equitable basis during the duty day.

Article 15, "Reduction In Force", No. 9.1

"Every person discharge" to read "Every person discharged"

Article 16, No. 2, "Investigations" Add 2a to read:

"The administration shall inform bargaining unit members when a meeting will be investigatory, disciplinary or involves a negative evaluation, of their right to union representation at any such meeting. If no representative is available, a mutually agreed upon time will be established to meet when the representative is available."

Article 18, "Employee Rights" No. 3 to read:

The administration shall inform bargaining unit members when a meeting will be investigatory, disciplinary or involves a negative evaluation, of their right to union representation at any such meeting. If no representative is available, a mutually agreed upon time will be established when the representative is available. (TA, 10/30/12)

Article 23, "Planning Preparation Time"

Add 2.1 to read:

"All planning and preparation time within a school site shall be equitable."

Article 23, "Planning Preparation Time" (Con't)

Change 2.1 to read:

"Planning and "Prep" time should be 45 minutes on an average every 2 weeks."

Article 23, # 2, "Planning/Preparation Time"

Change: "school site class period per day" to "one period of 45 minutes in duration"

Article 24, "Facilities Uniforms" No. 7---

Change "The District....., to include, but not limed....." to read

"The District.....to include, but not limited....."

Article 29, "Salary Procedures"-----Renumber 5-9 to 1-5.

Article 30, "Federation Rights", No. 6---change

"The Federation shall be granted ten (10) paid leave days....." to read

"The Federation shall be granted twelve (12) paid leave days.....subject to Principal/Administrator/
Supervisor approval.

Article 31, No. 2.4, "Grievance Procedures" change 240 day calendar to read--- 260 day calendar

Article 31, 3.5, 3.13 change "work days" to read "school days"

Article 31, Renumber No. 3.1, 3.1.1,3.1.2, 3.2.1, 3.2.2, 3.3. , 3.3.1, to 4.1, 4.1.2, 4.2, 4.2.1, 4.2.2, 4.3.1,
"Grievance Procedures" change all appeal limits from five (5) days to 10 (ten)days. (TA 10/30/12)

Article 33, No. 8 "Substitutes and Substitute Desk---change---

"Both parties..... If the IA is to cover a classroom for more than two (2) hours for the to read

"Both partiesIf the IA is to cover a classroom for more than two hours, the"

Article 36, "Work Day Work Year" No. 2 change --182 days to 183 (TA, 10/30/12)

Article 37, "General Leaves" No 4.4.2 change (16 work days) to read (16) work days (TA, 9/19/12)

Article 39, "Bereavement Leave" change "....." employee granted (3) days paid bereavement leave....."
To read ".....employee granted (5) days paid bereavement leave. (TA, 10/30/12)

Article 50, "Duration"July 1, 2014

Addendum-----"District Substitute Procedure Form" (Appendix A)
Delete "Union Signature" blank and "District Signature" blank

Appendix C-2012-2013 Salary Schedule

Table of Contents

Article 1.....
Article 2.....
Article 3.....
Article 4.....
Article 5.....
Article 6.....
Article 7.....
Article 8.....
Article 9.....
Article 10.....
Article 11.....
Article 12.....
Article 13.....
Article 14.....
Article 15.....
Article 16.....
Article 17.....
Article 18.....
Article 19.....
Article 20.....
Article 21.....
Article 22.....
Article 23.....
Article 24.....
Article 25.....
Article 26.....
Article 27.....
Article 28.....
Article 29.....
Article 30.....
Article 31.....
Article 32.....
Article 33.....
Article 34.....
Article 35.....
Article 36.....

Article 37.....
Article 38.....
Article 39.....
Article 40.....
Article 41.....
Article 42.....
Article 43.....
Article 44.....
Article 45.....
Article 46.....
Article 47.....
Article 48.....
Article 49.....
Article 50.....
Appendix A-District Substitute Procedure.....
Appendix B-Grievance Form
Appendix C—District Salary Schedules

**AGREEMENT BETWEEN
GADSDEN INDEPENDENT SCHOOL DISTRICT AND
AFT LOCAL #4212**

**ARTICLE 1
INTRODUCTION**

This Agreement was entered into by the Gadsden Independent School District and AFT Local # 4212 on **March 12, 2013**, at **Gadsden Middle School** at Anthony, New Mexico.

**ARTICLE 2
RECOGNITION**

The Gadsden Independent School District School Board, hereinafter referred to as “Board”, hereby recognizes AFT Local #4212, hereinafter referred to as “Federation”, as the exclusive representative to negotiate wages, hours, and other terms and conditions of employment to include the impact of instructional and professional decisions made by the employer for all regular non-supervisory teachers and non-supervisory support staff personnel position as stated below pursuant to PELRB Case #309-05.

| | |
|--------------------------------------|-----------------------------------|
| Accounts Payable Specialist | Diagnostician |
| Administrative Support | District Instructional Specialist |
| Attendance Clerk | District Data Entry Clerk |
| Bookkeeper | Driver (SPED) |
| Building Mechanic | Educational Resource Specialist |
| Child Find/Family Education Clerk | Electrician |
| Clerk/Cook | Facilitator |
| Community Liaison I.A. (CLIA) | Federal Programs Specialist |
| Coach | Fixed Assets Bookkeeper |
| Community Support System Tech | Grounds Shop Foreman |
| Computer Assistant | Grounds Shop Technician |
| Computer Technician | Groundskeeper |
| Cook | Health Assistant |
| COTA (SPED position) | HVAC and R Technician |
| Counselor | Instructional Assistant |
| Crossing Guard | Instructional Assistant Kinder |
| Custodial Equipment Repairman | Instructional Assistant SPED |
| Custodial Services Warehouse Person | Instructional Coach |
| Custodial Services Specialist | Instructional Specialist |
| Custodian | Interpreter |
| Head Custodian | Job Coach |
| Custodian/Building Mechanic | Liaison |
| Data Processing Clerk | Librarian |
| Day Care Assistant | Library Assistant |
| | Library Technician |
| | Locksmith |

ARTICLE 10
TEACHING ENVIRONMENT

1. Teaching is recognized as the teacher's primary responsibility. The parties recognize that the performance of non-instructional duties by licensed or unlicensed personnel is sometimes necessary during the educational process; however, assignment of such duties shall be limited and assigned on an equitable, rotating basis during the duty day.
 - 1.1 Support staff personnel to duty shall be done on a rotating, equitable basis during the duty day.

3. to exercise control and discretion over District organization, operations, property, equipment, and facilities;
4. to direct employees of the District;
5. to hire, promote, transfer, assign, and retain employees in positions within the District; and to suspend, demote, discharge, or take other disciplinary action against employees for just cause;
6. to relieve employees from duties because of lack of work, decrease in student enrollment, programmatic changes, or for other legitimate reasons;
7. to maintain the efficiency of the operations entrusted to the Administration;
8. to determine the methods, means, and personnel by which the District operations are to be conducted;
9. to promulgate policies, rules, regulations, directives, and orders provided such are not in conflict with this agreement; and
10. to take whatever actions may be necessary to carry out the functions and mission of the District and maintain uninterrupted service to its students in situations of emergency.

The employer retains all rights not specifically limited by a collective bargaining agreement or by the Public Employee Bargaining Act.

ARTICLE 8 RETALIATION

Retaliation against any employee for exercising their rights under law, state regulation, district policy or this agreement will not be tolerated by either party to this agreement. Accusations of retaliation will be expeditiously investigated and appropriate action taken against anyone found to have engaged in retaliation.

ARTICLE 9 LICENSE/ENDORSEMENT

Licensed employees will be assigned within their license/endorsement area(s), except in extenuating circumstances.

ARTICLE 10 TEACHING ENVIRONMENT

1. Teaching is recognized as the teacher's primary responsibility. The parties recognize that the performance of non-instructional duties by licensed or unlicensed personnel is sometimes necessary during the educational process; however, assignment of such duties shall be limited and assigned on an equitable, rotating basis during the duty day.

1.1 Support staff personnel to duty shall be done on a rotating, equitable basis during the duty day.

ARTICLE 15
REDUCTION IN FORCE

9. For a period of one year after the effective date of the discharge or termination of any employee pursuant to this policy, the District shall offer to such person any position(s) that become available for which such person is qualified, provided that such person has complied with the requirements specified below.

- 9.1 Every person **discharged** or terminated under this policy who wishes to be considered for recall, in the event that an opening occurs, must file with the Superintendent, within thirty (30) days after the effective date of the discharge or termination, a written statement indicating a desire to be considered for recall and providing an address at which the person may be contacted. Such person must notify the Superintendent of any change in address within ten (10) days after changing residencies in order to insure proper notification in the event of a recall.

ARTICLE 16
INVESTIGATIONS

1. The District reserves the right to investigate all allegations of employee misconduct.
2. The employee reserves the right to Union representation during any meeting/conference, with a representative of the District that is investigatory in nature, may lead to disciplinary action, or that is called to discuss a negative evaluation. Employees also have the right to representation at any meeting called by the employee.

2a. "The administration shall inform bargaining unit members when a meeting will be investigatory, disciplinary or involves a negative evaluation, of their right to union representation at any such meeting. If no representative is available, a mutually agreed upon time will be established to meet when the representative is available."

ARTICLE 18
EMPLOYEE RIGHTS

3. The employee has the right to Union representation at any meeting that is disciplinary or investigatory in nature, or that may lead to disciplinary action, or in which a negative evaluation is to be discussed, called by a District representative. An employee, if they ask, will be informed by his/her supervisor or administrator if a meeting is investigatory or disciplinary in nature.

To read:

- 3. The administration shall inform bargaining unit members when a meeting will be investigatory, disciplinary or involves a negative evaluation, of their right to union representation at any such meeting. If no representative is available, a mutually agreed upon time will be established when the representative is available.**

ARTICLE 23
PLANNING/PREPARATION TIME

2. High school and middle school licensed employees shall be assigned collaboration and planning time equivalent to at least **“one (1) period of 45 minutes in duration.”**

2.1 “All planning and preparation time within a school site shall be equitable.”

To read:

2.1 “Planning and “Prep” time should be 45 minutes on an average every 2 weeks”.

3. Elementary school licensed employees shall be assigned planning and collaboration time equivalent to at least forty-five (45) uninterrupted minutes per day, which may be averaged over a two (2) week period.

ARTICLE 24
FACILITIES/UNIFORMS

1. An employee shall be assigned to a primary work site, but may be assigned to work other sites on an as needed basis.
2. Providing adequate classroom space shall continue to be a priority of the District.
3. School employees, including teachers, shall be provided school supplies and equipment to fulfill their responsibilities to their assigned students.
4. Each school will have a telephone available for employee use.
5. The District will continue to provide a healthful and safe working environment.
6. The District will continue to comply with applicable state and federal health and safety laws and regulations.
7. The District will continue to provide necessary safety equipment, to include but not **limited** to:

ARTICLE 29

SALARY PROCEDURES

1.5 Each employee shall be paid in accordance with the approved salary schedule set forth in this Agreement's Appendix unless otherwise indicated herein.

1.1 The parties agree that the maximum number of years for out of District credit for which a licensed employee can receive credit on the Salary Schedule when beginning their employment with the District shall be limited to fifteen (15) years.

1.2 Support Staff employee shall receive one (1) year of credit for each two (2) years of previous experience they have. The maximum years of credit a support staff employee may receive is four (4) years.

2.6 For the purpose of calculating teacher' salaries in this Agreement, a year of experience shall mean at least ninety one (91) days of experience as reported by the reporting institution as a teacher with the District, another public school, a public college, a university or a private school which is accredited by a recognized accreditation agency.

2.1 For all other classifications, a year of experience shall mean at least half of the total days for contracted days.

3.7 Change in pay due to the attainment of a degree or additional hours shall be made in accordance with the approved salary schedule. The change will be made after the District receives the official transcript or the registrar's affidavit which indicates the date of the degree or hours were earned provided degree/course completion verification is received by the District's personnel office no later than October 1st of the contract year.

4.8 Privatization of existing positions within the bargaining unit are subject to bargaining between the Federation and the District.

5.9 Employees who are employed with the District for a complete one year contract shall be paid in twenty-four (24) equal installments, with no lump sum payments in the summer. Those employees who are employed less than a complete year will receive their pay according to the regular number of pay dates remaining in the year. If a pay date falls on a weekend, a holiday or a day during an extended break other than a summer recess or during an intersession for continuous calendar schools, the employee shall be paid on the last workday immediately preceding the weekend, holiday or break.

ARTICLE 30 FEDERATION RIGHTS

1. The following provisions shall be granted exclusively to the Federation, and shall not be granted to any other labor organization.
2. The District shall continue to provide the Federation payroll deduction for employees in the amounts designated by the Federation. The deductions shall be made provided the deduction request is submitted to the District's payroll office through the Union representative on a form authorized by the Federation. The deductions shall be made from the employee paychecks for each pay period unless otherwise agreed to by the parties. The authorizations may be submitted to the payroll office at any time, and the deductions will commence on the following pay period. The deductions shall be transmitted to the Federation no later than five (5) days following each pay date at which the deductions were made. Employee deductions shall be continuous and may be terminated only between May 1 and June 1 of each year provided the employee submits a written notice to the Federation at least thirty (30) days prior to the deduction termination. The Federation shall notify the payroll office of any change in the deduction amounts at least ten (10) days prior to the effective date of any action resulting from compliance with this provision.
3. It is understood that the District assumes no further responsibility in connection with this authorized deduction except to act as remitting agent in forwarding lists and deductions to the Treasurer of the Union. The Union, its membership, and individual members of the bargaining unit agree to hold the District safe and harmless and pay for the defense of any legal action concerning the deduction of Union dues or failure to deduct Union dues.
4. The Federation may at their discretion present a brief statement at new teacher/employee meetings or orientations. The Federation may at their discretion also make a brief announcement at the first yearly campus (work site) meeting.
5. The Federation shall be permitted to use the employee mailboxes at District work sites for the dissemination of literature. The union must carry the material to be disseminated to each site and place the material in the mail boxes. All material to be placed in the mailboxes will be cleared by the site administrator, and shall only prohibit dissemination of material for good cause shown. The Federation shall not distribute libelous, slanderous material or defamatory materials. Each employee shall have a district mailbox at the employee's designated work location.
6. The Federation shall be granted **twelve (12)** paid leave days during which the Federation representatives may conduct Federation business **subject to Principal/Administrative/Supervisor approval**. The District shall also grant the Federation ten (10) days for the same purposes, but the Federation shall reimburse the District the substitute cost, if any, for these days.

ARTICLE 31
GRIEVANCE PROCEDURES (See Appendix B)

1. Purpose:

1.1 The purpose of this grievance procedure shall be to secure, at the lowest possible administrative level, equitable resolutions to problems that may arise and are subject to review under this procedure.

2. Definitions:

2.1 A “grievance” shall be defined as a dispute pertaining to a claim that alleges a violation, misinterpretation or inequitable application of this Agreement or District policy to include growth plans and evaluations.

2.2 A “grievant” shall be an employee, group of employees, the Federation or the District.

2.3 A “party of interest” shall mean any witness at a grievance hearing, a person against whom an action may be taken, or a person who may be impacted as a result of any action taken to resolve a grievance.

2.4 “Days” shall mean workdays and shall not include holidays or recesses observed by the District according to the 260 day calendar.

3. Procedures:

3.1 Grievance proceedings shall be kept informal and confidential at all levels of this procedure.

3.2 The number of days indicated at each level of this procedure shall be considered maximum, and every effort shall be made to expedite the process.

3.3 If the District fails to comply with the time limit requirements as set forth herein, the grievance shall be considered automatically appealed to the next level of the procedure.

3.3.1 If the Union fails to comply with the time limit requirements as set forth herein, the grievance shall be considered null and void.

3.4 The time limits set forth herein shall only be extended by express, mutual written permission.

3.5 A grievance shall not be considered unless the grievant initiates the grievance in writing no later than twenty (20) **school** days after the grievant knew or should have reasonably known of the action that precipitated the grievance.

ARTICLE 31
GRIEVANCE PROCEDURES (See Appendix B)

4. Stage 1:

4.1 ~~3.1~~The grievant shall first discuss the grievance with the grievant's immediate supervisor with the objective of resolving the grievance.

4.1.1 ~~3.1.1~~ If the grievant and the Federation are not satisfied with the resolution for the grievance with the immediate supervisor, the Federation may reduce the grievance to writing and present it to the designated Human Resource Department official within ten (10) days of the discussion with the immediate supervisor.

4.1.2 ~~3.1.2~~The requirement to do this initial step in the grievance process may be waived upon expressed, mutual written consent of the union and management.

4.2 ~~3.2~~Within ten (10) days of receipt of the written grievance, the Human Resources Associate Superintendent or designee shall meet with the grievant and all parties of interest with the intent of resolving the grievance.

4.2.1 ~~3.2.1~~Within **ten (10)** days of the conclusion of the meeting with the designated Human Resource person, the Human Resource Designee shall submit a written response based on the evidence presented at the meeting.

4.2.2 ~~3.2.2~~Within **ten (10)** days of receipt of the Human Resource Designee response, the Federation may submit the grievance to the Superintendent or his designee.

4.3 ~~3.3~~Within ten (10) days of receipt of the written grievance, the Superintendent or his/her designee shall conduct a hearing with the intent to resolve the grievance.

4.3.1 ~~3.3.1~~Within **ten (10)** days of the conclusion of the hearing, the Superintendent or his/her designee shall submit a written response based on the evidence

ARTICLE 33
SUBSTITUTES AND SUBSTITUTE DESK

1. The parties agree that the District Substitute Procedure (attached as Appendix A) shall be the procedure used at all schools/sites for the purpose of reporting absences.
 - 1.1 At the beginning of each school year, each employee shall receive a sign receipt of the District Substitute Procedure.
2. When an employee is to be absent, he/she shall follow the process outlined in the District Substitute Procedure.
3. When employees become ill during the school day, they shall notify their supervisor; and, if necessary, they will use available general leave.
4. Employees who are absent shall notify their principal or immediate supervisor one and one-half hours (1.5 hours) prior to the end of the duty day if they do not expect to return the following day.
5. A teacher may request a specific substitute in case where a “planned absence” allows.
6. A teacher or educational assistant may be assigned to cover during an emergency or when there are no substitutes available. Every effort will be made to limit these incidents.
7. Reasonable efforts will be made to provide substitutes for all positions.
8. Both parties understand the importance of maintaining appropriate numbers of professional adults in the classrooms at all times. If the IA is to cover a classroom for a period of time two (2) hours or less the selection of this IA shall be left to the discretion of the building administrator. If the IA is to cover a classroom for more than two (2) hours ~~for~~, the selection shall be on a rotating basis.

ARTICLE 36
WORK DAY/WORK YEAR

1. For the purpose of this article, the following definitions shall apply:

1.1 “Workday” shall mean any day during which an employee is required to report to work for any purpose.

1.1.1 The support staff employee workday shall be eight hours, with a thirty (30) minute, unpaid, uninterrupted lunch break.

1.1.2 Educational assistants shall have a 7.5 hour workday with a thirty (30) minute, unpaid, uninterrupted lunch break.

1.1.3 The teacher workday shall be continuous 7.5 hours with a thirty (30) minute uninterrupted lunch break.

1.1.4 The ancillary special education workday will be brought before the Union Management Committee at the earliest opportunity. -+

1.2 “Preparation day” shall mean a workday during which a teacher is not assigned instructional duties, but the teacher is participating in professional preparation.

1.3 “In Service Day” shall mean a workday during which a teacher or educational assistant is not assigned instructional duties, but the teacher is participating in staff development activities.

2. The teacher and educational assistant work year shall be **one hundred eighty three (183)** days.

ARTICLE 37
GENERAL LEAVES

1. For the purposes of this article, "Immediate Family" shall include the employee's spouse, son, daughter, mother, father, brother, sister, grandmother, grandfather, aunt, uncle, mother-in-law, father-in-law, stepson, stepdaughter, a child who has been placed under the guardianship of the employee:

1.1 Accrual of leave will begin on the date the employee first reports to work.

2. Time spent by an employee on paid leave shall be counted for seniority purposes and accrual of leave. Time spent on unpaid approved leave in excess of sixty (60) work days shall not be counted for seniority purposes.
3. Paid leave for certified employees will be taken either one-half day or full day and Support Staff employees shall be taken one-half (1/2) day or full day, or by the hour.
4. A teacher who has been placed on leave for 60 work day or 12 work weeks or less shall be returned to the same position in which the teacher was assigned at the time the leave commenced. After 60 days/12 weeks and up to one year the teacher may be returned to the same position if it has not been filled or to an equivalent position if it has. A teacher shall be entitled to return from any leave earlier than anticipated provided the teacher provides timely notice as set out below.

4.1 A teacher whose intermittent leave requests negatively affects the instructional program's continuity and productivity may be replaced by a contract teacher for the remainder of the semester. The teacher on leave shall be entitled to the re-entry rights set forth under 4 above.

4.2 Intermittent absence shall be defined as absences of 50% of the work days in a six (6) week period (15 work days) in at least three (3) different period of absence, or 40 % of work days in an eight (8) week period (16) work days in at least four (4) different periods of absence.

ARTICLE 39
BEREAVEMENT LEAVE

Each employee shall be granted ~~three (3)~~ **five (5)** days paid bereavement leave in the event of each death in the employee's immediate family as defined in Article 37. The employee may also utilize any other unused leave.

ARTICLE 50
DURATION

1. "This Agreement.....". The Agreement shall remain in full force and effect until **July 1, 2014**.

District Substitute Procedure

The purpose of this document is to formalize the process for acquiring substitute teachers in the District. This process reaffirms the employee's responsibility for contacting their supervisor/designee and utilizing District's automated system.

At the beginning of each school year, each employee shall receive and sign receipt of this document.

When an employee contacts his or her supervisor's designee, the supervisor or designee shall not use the call as an opportunity to discourage the employee from using leave. The call shall be to inform the supervisor or designee, not to ask for permission. This procedure shall be utilized at each site/campus.

When an employee is to be absent, he/she shall **follow the process outlined in the District Substitute Procedure**, and call the substitute desk in accordance with any written process established by the District.

Employees at sites/departments other than those defined as a school campus (ie Nursing and Health Services, Gadsden Administrative Complex, Physical Plant, Student and Nutrition Program, Construction or any other District satellite facility) are subject to the current directives of supervisory/departmental personnel relative to absence reporting procedures.

When an employee becomes ill during the school day, he or she shall notify his or her supervisor immediately; and if necessary, he or she shall notify his or her supervisor immediately; and, if necessary, he or she shall use available general leave.

Employees who are absent shall notify their principal or immediate supervisor one and one half hour (1.5) prior to the end of the duty day if they do not expect to return the following day.

Your Supervisor is:

The Employee designated by your supervisor to contact in the event of an absence is:

The number at which you can reach your supervisor or the supervisor's designee is:

The automated Substitute System Can Be utilized by calling (575)882-6785 or at sems.gisd.k12.nm.us

Employee Name

School /Site

**Gadsden Independent School District
Salary Schedule 1A
CERTIFIED PERSONNEL - 3 TIER
2012-13**

**TEACHERS, SUBJECT MATTER SPECIALISTS, LIBRARY/MEDIA SPECIALISTS,
ADMINISTRATIVE INTERNS**

**Base Schedule: 183 Days / 7 Hours per Day
Semi-Monthly Pay - 24 Checks per Year**

| YRS | Range 1 ACP | | | | |
|-----|----------------|--------|----------|--------|-----------|
| | BA | BA+15 | MA/BA+45 | MA +15 | EDS/MA+45 |
| 0 | 30,300 | 30,301 | 30,302 | 30,303 | 30,304 |
| 1 | 30,301 | 30,302 | 30,303 | 30,304 | 30,305 |
| 2 | 30,302 | 30,303 | 30,304 | 30,305 | 30,306 |
| 3 | 30,303 | 30,304 | 30,305 | 30,306 | 30,307 |
| 4 | 30,304 | 30,305 | 30,306 | 30,307 | 30,308 |
| 5 | 31,076 | 31,077 | 31,078 | 31,079 | 31,080 |
| 6 | 32,630 | 32,631 | 32,632 | 32,633 | 32,634 |

| YRS | Range 2 LEVEL 1 | | | | |
|-----|--------------------|--------|----------|--------|-----------|
| | BA | BA+15 | MA/BA+45 | MA +15 | EDS/MA+45 |
| 0 | 35,350 | 35,351 | 35,352 | 35,353 | 35,354 |
| 1 | 35,351 | 35,352 | 35,353 | 35,354 | 35,355 |
| 2 | 35,352 | 35,353 | 35,354 | 35,355 | 35,356 |
| 3 | 35,353 | 35,354 | 35,355 | 35,356 | 35,357 |
| 4 | 35,354 | 35,355 | 35,356 | 35,357 | 35,358 |
| 5 | 36,255 | 36,256 | 36,257 | 36,258 | 36,259 |
| 6 | 38,068 | 38,069 | 38,070 | 38,071 | 38,072 |
| 7 | 39,972 | 39,973 | 39,974 | 39,975 | 39,976 |
| 8 | 39,973 | 39,974 | 39,975 | 39,976 | 39,977 |

| YRS | Range 3 LEVEL 2 | | | | |
|-----|--------------------|--------|----------|--------|-----------|
| | BA | BA+15 | MA/BA+45 | MA +15 | EDS/MA+45 |
| 2 | 41,433 | 41,434 | 41,435 | 41,436 | 41,437 |
| 3 | 41,434 | 41,435 | 41,436 | 41,437 | 41,438 |
| 4 | 41,435 | 41,436 | 41,437 | 41,438 | 41,439 |
| 5 | 41,436 | 41,437 | 41,438 | 41,439 | 41,440 |
| 6 | 41,437 | 41,438 | 41,439 | 41,440 | 41,441 |
| 7 | 45,681 | 45,682 | 45,683 | 45,684 | 45,685 |
| 8 | 45,682 | 45,683 | 45,684 | 45,685 | 45,686 |
| 9 | 45,683 | 45,684 | 45,685 | 45,686 | 45,687 |
| 10 | 45,684 | 45,685 | 45,686 | 45,687 | 45,688 |
| 11 | 45,687 | 45,687 | 45,687 | 45,688 | 45,689 |
| 12 | 45,688 | 45,688 | 45,688 | 45,689 | 45,690 |
| 13 | 45,689 | 45,689 | 45,689 | 45,690 | 45,692 |
| 14 | 45,690 | 45,690 | 45,690 | 45,692 | 45,693 |
| 15 | 45,691 | 45,691 | 45,692 | 45,693 | 45,694 |
| 16 | 45,692 | 45,692 | 45,693 | 45,694 | 45,696 |
| 17 | 45,693 | 45,693 | 45,694 | 45,696 | 45,697 |
| 18 | 45,694 | 45,694 | 45,696 | 45,697 | 45,698 |
| 19 | 45,695 | 45,696 | 45,697 | 45,698 | 45,699 |
| 20 | 45,696 | 45,697 | 45,698 | 45,699 | 45,700 |
| 21 | 45,697 | 45,698 | 45,699 | 45,700 | 45,701 |
| 22 | 45,698 | 45,699 | 46,570 | 46,572 | 46,573 |
| 23 | 45,699 | 45,700 | 47,381 | 47,382 | 47,383 |
| 24 | 45,700 | 45,701 | 48,258 | 48,260 | 48,261 |
| 25 | 45,701 | 46,737 | 49,132 | 49,133 | 49,135 |
| 26 | 45,703 | 46,821 | 50,071 | 52,258 | 52,259 |
| 27 | 45,704 | 46,822 | 51,008 | 52,259 | 52,260 |
| 28 | 45,705 | 46,824 | 51,946 | 52,260 | 52,262 |

| Range 4 LEVEL 3 | | |
|--------------------|--------|-----------|
| MA | MA +15 | EDS/MA+45 |
| 51,798 | 51,799 | 51,800 |
| 51,799 | 51,800 | 51,801 |
| 51,800 | 51,801 | 51,802 |
| 51,801 | 51,802 | 51,803 |
| 51,802 | 51,803 | 51,804 |
| 51,803 | 51,804 | 51,805 |
| 51,804 | 51,805 | 51,806 |
| 51,805 | 51,806 | 51,807 |
| 51,806 | 51,807 | 51,808 |
| 51,807 | 51,808 | 51,809 |
| 51,808 | 51,809 | 51,810 |
| 51,809 | 51,810 | 51,811 |
| 51,810 | 51,811 | 51,812 |
| 51,811 | 51,812 | 51,813 |
| 51,812 | 51,813 | 51,814 |
| 51,813 | 51,814 | 51,815 |
| 51,814 | 51,815 | 51,816 |
| 51,815 | 51,816 | 51,817 |
| 51,816 | 51,817 | 51,818 |
| 51,817 | 51,818 | 51,819 |
| 51,818 | 52,258 | 53,953 |
| 51,819 | 53,258 | 53,954 |
| 51,946 | 57,083 | 57,084 |

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 92 days of the 183 day contract in a year.

Individuals who have been paid previously for 28 years of experience will receive the same percent increase received by other employees on this salary schedule.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Expires 06/30/13

FINAL

Gadsden Independent School District
Salary Schedule 1B
CERTIFIED PERSONNEL
2012-13

COUNSELORS, SOCIAL WORKERS, REGISTERED NURSES

Base Schedule: 183 Days / 7 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

| YRS | BA Range 1 | BA+15 Range 2 | MA/BA+45 Range 3 | MA +15 Range 4 | EDS/MA+45 Range 5 |
|------------|-----------------------|--------------------------|-----------------------------|---------------------------|------------------------------|
| 0 | 35,047 | 35,552 | 36,057 | 36,562 | 37,067 |
| 1 | 35,048 | 35,553 | 36,058 | 36,563 | 37,068 |
| 2 | 35,049 | 35,554 | 36,059 | 36,564 | 37,069 |
| 3 | 35,050 | 35,555 | 36,060 | 36,565 | 37,070 |
| 4 | 35,451 | 35,556 | 36,474 | 36,985 | 37,496 |
| 5 | 35,748 | 36,263 | 36,778 | 37,498 | 38,016 |
| 6 | 38,251 | 38,801 | 39,353 | 40,123 | 40,677 |
| 7 | 38,691 | 39,249 | 39,808 | 40,587 | 41,148 |
| 8 | 39,248 | 39,807 | 40,365 | 41,147 | 41,817 |
| 9 | 39,807 | 40,365 | 40,922 | 41,817 | 42,425 |
| 10 | 42,019 | 42,031 | 42,043 | 42,370 | 43,033 |
| 11 | 42,047 | 42,053 | 42,059 | 43,033 | 43,639 |
| 12 | 42,048 | 42,054 | 42,199 | 43,639 | 44,246 |
| 13 | 42,049 | 42,055 | 42,798 | 44,246 | 44,852 |
| 14 | 42,050 | 42,259 | 43,401 | 44,852 | 45,439 |
| 15 | 42,081 | 42,739 | 44,004 | 45,460 | 46,068 |
| 16 | 42,556 | 43,222 | 44,607 | 46,067 | 46,674 |
| 17 | 43,041 | 43,704 | 45,212 | 46,674 | 47,280 |
| *** 18 | 43,523 | 44,188 | 45,815 | 47,280 | 48,128 |
| 19 | - | - | 46,419 | 48,127 | 49,097 |
| 20 | - | - | 47,141 | 48,975 | 49,946 |
| 21 | - | - | 47,923 | 49,884 | 50,796 |
| 22 | - | - | 48,708 | 50,795 | 51,646 |
| 23 | - | - | 49,553 | 51,765 | 53,094 |
| 24 | - | - | 50,396 | 52,736 | 54,190 |
| 25 | - | - | 51,302 | 53,708 | 55,285 |
| 26 | - | - | 52,207 | 54,678 | 56,377 |
| 27 | - | - | 53,113 | 55,739 | 57,528 |
| *** 28 | - | - | 54,077 | 56,799 | 58,679 |

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 91 days of the 183 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience. Credit for contractual services with the Gadsden ISD is not allowable.

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Gadsden Independent School District
Salary Schedule 1C
CERTIFIED PERSONNEL - ANCILLARY STAFF
2012-13

DIAGNOSTICIANS, THERAPISTS, PSYCHOLOGISTS, ASSISTIVE TECHNOLOGY FACILITATORS
ASSISTANTS: INTERPRETERS, COTAs, PTAs

Base Schedule: 183 Days / 7 Hours per Day
Semi-Monthly Pay - 24 Checks per Year

| YRS | ANCILLARY ASSISTANTS | BA Range 1 | BA+15 Range 2 | MA/BA+45 Range 3 | MA +15 Range 4 | EDS/MA+45 Range 5 |
|--------|----------------------|------------|---------------|------------------|----------------|-------------------|
| 0 | 30,715 | 35,047 | 35,552 | 36,057 | 36,562 | 37,067 |
| 1 | 30,716 | 35,048 | 35,553 | 36,058 | 36,563 | 37,068 |
| 2 | 30,717 | 35,049 | 35,554 | 36,059 | 36,564 | 37,069 |
| 3 | 30,718 | 35,050 | 35,555 | 36,060 | 36,565 | 37,070 |
| 4 | 30,719 | 35,451 | 35,555 | 36,474 | 36,985 | 37,496 |
| 5 | 31,424 | 35,856 | 36,373 | 36,889 | 37,406 | 37,922 |
| 6 | 32,996 | 37,649 | 38,191 | 38,735 | 39,277 | 39,819 |
| 7 | 33,371 | 38,083 | 38,631 | 39,183 | 39,731 | 40,280 |
| 8 | 33,795 | 38,630 | 39,182 | 39,730 | 40,279 | 40,934 |
| 9 | 34,220 | 39,182 | 39,730 | 40,279 | 40,934 | 41,476 |
| 10 | 34,642 | 41,358 | 41,371 | 41,383 | 41,476 | 42,124 |
| 11 | 35,067 | 41,387 | 41,393 | 41,398 | 42,124 | 42,719 |
| 12 | 35,487 | 41,388 | 41,394 | 41,535 | 42,719 | 43,313 |
| 13 | 35,912 | 41,389 | 41,395 | 42,124 | 43,313 | 43,905 |
| 14 | 36,337 | 41,390 | 41,595 | 42,719 | 43,905 | 44,501 |
| 15 | 36,759 | 41,420 | 42,068 | 43,313 | 44,501 | 45,095 |
| 16 | 37,184 | 41,888 | 42,543 | 43,905 | 45,095 | 45,689 |
| 17 | 37,607 | 42,364 | 43,017 | 44,501 | 45,689 | 46,282 |
| *** 18 | 38,032 | 42,838 | 43,493 | 45,095 | 46,282 | 47,111 |
| 19 | 38,453 | - | - | 45,689 | 47,111 | 48,061 |
| 20 | 38,879 | - | - | 46,399 | 47,941 | 48,892 |
| 21 | 39,300 | - | - | 47,171 | 48,831 | 49,723 |
| 22 | 39,725 | - | - | 47,942 | 49,722 | 50,557 |
| 23 | 40,185 | - | - | 48,774 | 50,672 | 51,974 |
| 24 | 40,650 | - | - | 49,604 | 51,623 | 53,047 |
| 25 | 41,123 | - | - | 50,495 | 52,575 | 54,020 |
| 26 | 41,601 | - | - | 51,386 | 53,525 | 55,186 |
| 27 | 42,082 | - | - | 52,278 | 54,562 | 56,314 |
| *** 28 | 42,573 | - | - | 53,227 | 55,601 | 57,442 |

A maximum of 15 years out of state experience will be accepted upon employment with GISD.

Credit for a full year on the schedule will be given to employees of the GISD if they have worked a minimum of 91 days of the 183 day contract in a year.

Steps on the salary schedule correspond to the number of years of full-time allowable experience.
Credit for contractual services with the Gadsden ISD is not allowable.

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

All employees: Two (2) days General Leave advanced at the beginning of the year and One (1) day General Leave accrued for every twenty (20) days worked.

Ancillary positions requiring extended hours and/or extended contract days will receive an adjusted salary based on the following salary multiplier:

| Position | Contract Days | Hours per Day | Multiplier |
|----------------------------------|---------------|---------------|------------|
| Diagnostician | 200 | 8 | 1.242 |
| Speech Therapist (CCC/CFY) | 183 | 8 | 1.213 |
| Speech Therapist (ASL) | 183 | 8 | 1.143 |
| Occupational Therapist | 183 | 8 | 1.483 |
| Physical Therapist | 183 | 7 | 1.483 |
| Psychologist (Level 1) | 183 | 7 | 1.000 |
| Psychologist (Level 2) | 183 | 7 | 1.290 |
| Psychologist (Level 3-PhD) | 192 | 7 | 1.425 |
| Assistive Technology Facilitator | 220 | 8 | 1.352 |
| Compliance Officer | 200 | 8 | 1.242 |

LEAD Ancillary positions receive an additional \$1,500 stipend.

Ancillary positions paid from this schedule also receive an additional \$1,000 stipend

Gadsden Independent School District
Salary Schedule 2A
INSTRUCTIONAL SUPPORT - LEVEL 1
2012-13

DAY CARE CENTER MANAGER, EARLY CHILDHOOD FAMILY EDUCATOR

Base Schedule: 183 Days / 7 Hours per Day / 1281 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

| YRS | Range 1 High School | Range 2 15 Hours | Range 3 30 Hours | Range 4 45 Hours | Range 5 60+ Hours or Certification |
|--------|------------------------|---------------------|---------------------|---------------------|--|
| 0 | 11.89 | 12.14 | 12.36 | 12.61 | 12.88 |
| 1 | 11.89 | 12.14 | 12.36 | 12.61 | 12.88 |
| 2 | 11.89 | 12.14 | 12.36 | 12.61 | 12.88 |
| 3 | 11.89 | 12.14 | 12.36 | 12.61 | 12.88 |
| 4 | 11.89 | 12.14 | 12.36 | 12.61 | 12.88 |
| 5 | 12.25 | 12.50 | 12.74 | 13.00 | 13.27 |
| 6 | 12.86 | 13.13 | 13.37 | 13.65 | 13.93 |
| 7 | 14.08 | 14.38 | 14.63 | 14.94 | 15.25 |
| 8 | 14.25 | 14.56 | 14.83 | 15.13 | 15.45 |
| 9 | 14.42 | 14.77 | 15.04 | 15.35 | 15.66 |
| 10 | 14.53 | 14.85 | 15.13 | 15.44 | 15.75 |
| 11 | 14.62 | 14.93 | 15.22 | 15.52 | 15.83 |
| 12 | 14.72 | 15.03 | 15.31 | 15.60 | 15.92 |
| 13 | 14.87 | 15.19 | 15.47 | 15.78 | 16.11 |
| 14 | 15.03 | 15.32 | 15.63 | 15.94 | 16.25 |
| 15 | 15.25 | 15.53 | 15.86 | 16.19 | 16.51 |
| 16 | 15.47 | 15.78 | 16.11 | 16.42 | 16.76 |
| 17 | 15.72 | 16.03 | 16.35 | 16.67 | 17.01 |
| 18 | 15.94 | 16.25 | 16.58 | 16.91 | 17.25 |
| 19 | 16.19 | 16.51 | 16.84 | 17.18 | 17.52 |
| 20 | 16.42 | 16.76 | 17.10 | 17.43 | 17.77 |
| 21 | 16.67 | 17.01 | 17.34 | 17.68 | 18.04 |
| 22 | 16.91 | 17.25 | 17.61 | 17.96 | 18.31 |
| 23 | 17.18 | 17.52 | 17.87 | 18.23 | 18.59 |
| 24 | 17.43 | 17.77 | 18.14 | 18.50 | 18.87 |
| 25 | 17.70 | 18.01 | 18.40 | 18.79 | 19.16 |
| 26 | 17.96 | 18.33 | 18.66 | 19.05 | 19.43 |
| 27 | 18.23 | 18.59 | 18.98 | 19.35 | 19.73 |
| *** 28 | 18.50 | 18.87 | 18.87 | 19.63 | 20.04 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District

Salary Schedule 2B

INSTRUCTIONAL SUPPORT - LEVEL 2

2012-13

**CERTIFIED NURSE ASSISTANT, CERTIFIED LIBRARY ASSISTANT,
NON-CERTIFIED NURSE ASSISTANT, NON-CERTIFIED LIBRARY ASSISTANT,
SPED "D" LEVEL ASSISTANT, COMPUTER LAB ASSISTANT**

**Base Schedule: 183 Days / 7 Hours per Day / 1281 Hours per Year
Semi-Monthly Pay - 24 Checks per Year**

| YRS | Range 1 High School | Range 2 15 Hours | Range 3 30 Hours | Range 4 45 Hours | Range 5 60+ Hours | Range 6 Assoc. Degree |
|------------|--------------------------------|-----------------------------|-----------------------------|-----------------------------|------------------------------|----------------------------------|
| 0 | 10.29 | 10.50 | 10.59 | 10.76 | 10.93 | 11.09 |
| 1 | 10.29 | 10.50 | 10.59 | 10.76 | 10.93 | 11.09 |
| 2 | 10.29 | 10.50 | 10.59 | 10.76 | 10.93 | 11.09 |
| 3 | 10.29 | 10.50 | 10.59 | 10.76 | 10.93 | 11.09 |
| 4 | 10.29 | 10.50 | 10.59 | 10.76 | 10.93 | 11.09 |
| 5 | 10.61 | 10.82 | 10.92 | 11.08 | 11.26 | 11.42 |
| 6 | 11.13 | 11.36 | 11.45 | 11.64 | 11.82 | 12.00 |
| 7 | 12.19 | 12.44 | 12.54 | 12.74 | 12.95 | 13.13 |
| 8 | 12.35 | 12.60 | 12.71 | 12.89 | 13.11 | 13.31 |
| 9 | 12.45 | 12.72 | 12.83 | 13.02 | 13.23 | 13.44 |
| 10 | 12.60 | 12.85 | 12.96 | 13.16 | 13.36 | 13.56 |
| 11 | 12.73 | 12.99 | 13.10 | 13.31 | 13.50 | 13.72 |
| 12 | 12.81 | 13.07 | 13.23 | 13.42 | 13.62 | 13.85 |
| 13 | 12.95 | 13.22 | 13.35 | 13.54 | 13.75 | 14.01 |
| 14 | 13.09 | 13.35 | 13.48 | 13.69 | 13.88 | 14.16 |
| 15 | 13.24 | 13.50 | 13.64 | 13.84 | 14.07 | 14.35 |
| 16 | 13.40 | 13.69 | 13.82 | 14.02 | 14.23 | 14.51 |
| 17 | 13.57 | 13.84 | 13.99 | 14.20 | 14.41 | 14.70 |
| 18 | 13.75 | 14.02 | 14.16 | 14.37 | 14.59 | 14.87 |
| 19 | 13.93 | 14.20 | 14.35 | 14.55 | 14.78 | 15.08 |
| 20 | 14.10 | 14.37 | 14.51 | 14.74 | 14.94 | 15.26 |
| 21 | 14.26 | 14.55 | 14.70 | 14.91 | 15.14 | 15.45 |
| 22 | 14.45 | 14.74 | 14.88 | 15.12 | 15.34 | 15.63 |
| 23 | 14.61 | 14.91 | 15.08 | 15.28 | 15.52 | 15.83 |
| 24 | 14.82 | 15.12 | 15.26 | 15.48 | 15.73 | 16.04 |
| 25 | 15.00 | 15.28 | 15.46 | 15.67 | 15.91 | 16.23 |
| 26 | 15.20 | 15.48 | 15.63 | 15.87 | 16.12 | 16.44 |
| 27 | 15.37 | 15.67 | 15.85 | 16.09 | 16.32 | 16.63 |
| ***28 | 15.56 | 15.87 | 16.04 | 16.26 | 16.52 | 16.85 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District
Salary Schedule 2C
INSTRUCTIONAL SUPPORT - LEVEL 3
2012-13

REGULAR CLASSROOM INSTRUCTIONAL ASSISTANTS,
REGULAR SPECIAL EDUCATION INSTRUCTIONAL ASSISTANT

Base Schedule: 183 Days / 7 Hours per Day / 1281 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

| YRS | Range 1 High School | Range 2 15 Hours | Range 3 30 Hours | Range 4 45 Hours | Range 5 60+ Hours | Range 6 Assoc. Degree |
|------------|--------------------------------|-----------------------------|-----------------------------|-----------------------------|------------------------------|----------------------------------|
| 0 | 10.25 | 10.25 | 10.25 | 10.29 | 10.47 | 10.74 |
| 1 | 10.25 | 10.25 | 10.25 | 10.29 | 10.47 | 10.74 |
| 2 | 10.25 | 10.25 | 10.25 | 10.29 | 10.47 | 10.74 |
| 3 | 10.25 | 10.25 | 10.25 | 10.29 | 10.47 | 10.74 |
| 4 | 10.25 | 10.25 | 10.25 | 10.29 | 10.47 | 10.74 |
| 5 | 10.25 | 10.25 | 10.42 | 10.61 | 10.79 | 11.06 |
| 6 | 10.47 | 10.72 | 10.95 | 11.13 | 11.33 | 11.62 |
| 7 | 11.47 | 11.74 | 11.99 | 12.19 | 12.41 | 12.72 |
| 8 | 11.62 | 11.87 | 12.14 | 12.35 | 12.56 | 12.87 |
| 9 | 11.72 | 11.99 | 12.24 | 12.45 | 12.69 | 12.99 |
| 10 | 11.84 | 12.13 | 12.38 | 12.60 | 12.82 | 13.13 |
| 11 | 11.98 | 12.26 | 12.49 | 12.72 | 12.94 | 13.25 |
| 12 | 12.09 | 12.36 | 12.61 | 12.85 | 13.09 | 13.37 |
| 13 | 12.22 | 12.46 | 12.72 | 12.97 | 13.23 | 13.49 |
| 14 | 12.36 | 12.59 | 12.84 | 13.10 | 13.36 | 13.62 |
| 15 | 12.49 | 12.75 | 13.01 | 13.25 | 13.51 | 13.81 |
| 16 | 12.67 | 12.91 | 13.17 | 13.44 | 13.71 | 13.97 |
| 17 | 12.82 | 13.06 | 13.34 | 13.59 | 13.86 | 14.15 |
| 18 | 12.97 | 13.23 | 13.49 | 13.76 | 14.03 | 14.34 |
| 19 | 13.14 | 13.40 | 13.69 | 13.94 | 14.22 | 14.49 |
| 20 | 13.31 | 13.56 | 13.83 | 14.13 | 14.40 | 14.72 |
| 21 | 13.47 | 13.74 | 14.01 | 14.29 | 14.58 | 14.86 |
| 22 | 13.62 | 13.90 | 14.20 | 14.47 | 14.76 | 15.07 |
| 23 | 13.81 | 14.08 | 14.36 | 14.66 | 14.94 | 15.25 |
| 24 | 13.99 | 14.25 | 14.55 | 14.83 | 15.13 | 15.44 |
| 25 | 14.15 | 14.43 | 14.73 | 15.03 | 15.32 | 15.60 |
| 26 | 14.34 | 14.60 | 14.90 | 15.21 | 15.51 | 15.83 |
| 27 | 14.49 | 14.81 | 15.11 | 15.39 | 15.72 | 16.03 |
| ***28 | 14.69 | 14.98 | 15.27 | 15.58 | 15.90 | 16.22 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District

Salary Schedule 2D

GUARDS

2012-13

SECURITY GUARDS (Range 1-3)

CROSSING GUARDS (Range 4)

Base Schedule: Security Guards - 183 Days / 8 Hours per Day / 1464 Hours per Year

Crossing Guards - 183 Days / 2 Hours per Day / 366 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

| YRS | Range 1 High School | Range 2 15 Hours | Range 3 30 Hours | Range 4 Crossing Guards |
|------------|--------------------------------|-----------------------------|-----------------------------|------------------------------------|
| 0 | 10.61 | 10.82 | 11.11 | 7.86 |
| 1 | 10.61 | 10.82 | 11.11 | 7.86 |
| 2 | 10.61 | 10.82 | 11.11 | 7.86 |
| 3 | 10.61 | 10.82 | 11.11 | 7.86 |
| 4 | 10.61 | 10.82 | 11.11 | 7.86 |
| 5 | 10.93 | 11.14 | 11.44 | 8.09 |
| 6 | 11.47 | 11.71 | 12.02 | 8.50 |
| 7 | 12.05 | 12.29 | 12.63 | 8.93 |
| 8 | 12.19 | 12.44 | 12.77 | 9.03 |
| 9 | 12.30 | 12.54 | 12.89 | 9.17 |
| 10 | 12.44 | 12.69 | 13.04 | 9.30 |
| 11 | 12.56 | 12.83 | 13.16 | 9.41 |
| 12 | 12.72 | 12.98 | 13.28 | 9.54 |
| 13 | 12.87 | 13.12 | 13.39 | 9.65 |
| 14 | 13.02 | 13.27 | 13.51 | 9.75 |
| 15 | 13.19 | 13.46 | 13.75 | 9.89 |
| 16 | 13.39 | 13.68 | 13.94 | 10.05 |
| 17 | 13.58 | 13.86 | 14.15 | 10.19 |
| 18 | 13.81 | 14.08 | 14.37 | 10.34 |
| 19 | 14.01 | 14.29 | 14.57 | 10.49 |
| 20 | 14.21 | 14.50 | 14.80 | 10.67 |
| 21 | 14.43 | 14.72 | 15.03 | 10.82 |
| 22 | 14.66 | 14.93 | 15.24 | 10.98 |
| 23 | 14.87 | 15.15 | 15.46 | 11.14 |
| 24 | 15.09 | 15.39 | 15.71 | 11.31 |
| 25 | 15.31 | 15.62 | 15.94 | 11.47 |
| 26 | 15.55 | 15.87 | 16.18 | 11.66 |
| 27 | 15.78 | 16.10 | 16.41 | 11.82 |
| ***28 | 16.01 | 16.33 | 16.65 | 12.00 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District

Salary Schedule 3A

PARAPROFESSIONAL CLERICAL

2012-13

**PA1: PAYROLL BOOKKEEPER, EDUCATIONAL RESOURCES SPECIALIST, FIXED ASSET INVENTORY BOOKKEEPER,
HUMAN RESOURCES SPECIALIST, CUSTODIAL SERVICES SPECIALIST, MAINTENANCE SERVICES SPECIALIST,
RECORDS MANAGEMENT SPECIALIST, ADMINISTRATIVE ASSISTANT**

**PA2: ACCOUNTS PAYABLE SPECIALIST, FEDERAL PROGRAMS SPECIALIST, TESTING SPECIALIST,
TRANSPORTATION SPECIALIST**

PA3: ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT

**Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year
Semi-Monthly Pay - 24 Checks per Year**

| YRS | PA1 | PA2 | PA3 |
|------------|------------|------------|------------|
| 0 | 10.68 | 10.85 | 11.02 |
| 1 | 10.68 | 10.85 | 11.02 |
| 2 | 10.68 | 10.85 | 11.02 |
| 3 | 10.68 | 10.85 | 11.02 |
| 4 | 10.68 | 10.85 | 11.02 |
| 5 | 11.00 | 11.17 | 11.35 |
| 6 | 11.55 | 11.74 | 11.93 |
| 7 | 12.13 | 12.32 | 12.51 |
| 8 | 12.28 | 12.47 | 12.68 |
| 9 | 12.51 | 12.72 | 12.93 |
| 10 | 12.74 | 12.94 | 13.14 |
| 11 | 12.95 | 13.14 | 13.36 |
| 12 | 13.11 | 13.37 | 13.57 |
| 13 | 13.38 | 13.58 | 13.81 |
| 14 | 13.59 | 13.81 | 14.03 |
| 15 | 13.82 | 14.04 | 14.26 |
| 16 | 14.05 | 14.27 | 14.49 |
| 17 | 14.28 | 14.50 | 14.74 |
| 18 | 14.51 | 14.76 | 15.00 |
| 19 | 14.77 | 15.00 | 15.23 |
| 20 | 15.02 | 15.24 | 15.48 |
| 21 | 15.25 | 15.48 | 15.74 |
| 22 | 15.50 | 15.75 | 15.99 |
| 23 | 15.77 | 16.00 | 16.25 |
| 24 | 16.01 | 16.26 | 16.53 |
| 25 | 16.29 | 16.54 | 16.81 |
| 26 | 16.55 | 16.81 | 17.08 |
| 27 | 16.82 | 17.09 | 17.35 |
| *** 28 | 17.10 | 17.35 | 17.61 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District

Salary Schedule 3B

CLERICAL

2012-13

LEVEL 1: CLERK, OFFICE CLERK, RECEPTIONIST/CLERK, MAIL CLERK

LEVEL 2: REGISTRAR, ATTENDANCE CLERK, SUPERINTENDENT CLERK

**LEVEL 3: SECRETARY, MEDIA SECRETARY, DATA ENTRY CLERK, INSTRUCTIONAL MATERIALS
CLERK, WAREHOUSE CLERK**

LEVEL 4: BOOKKEEPER, ADMINISTRATIVE SUPPORT, WAREHOUSE SUPPORT

**Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year
Semi-Monthly Pay - 24 Checks per Year**

| YRS | Level 1 | Level 2 | Level 3 | Level 4 |
|------------|----------------|----------------|----------------|----------------|
| 0 | 9.21 | 9.49 | 9.78 | 10.08 |
| 1 | 9.21 | 9.49 | 9.78 | 10.08 |
| 2 | 9.21 | 9.49 | 9.78 | 10.08 |
| 3 | 9.21 | 9.49 | 9.78 | 10.08 |
| 4 | 9.21 | 9.49 | 9.78 | 10.08 |
| 5 | 9.49 | 9.78 | 10.07 | 10.38 |
| 6 | 9.97 | 10.27 | 10.57 | 10.91 |
| 7 | 10.46 | 10.78 | 11.10 | 11.44 |
| 8 | 10.61 | 10.92 | 11.24 | 11.59 |
| 9 | 10.77 | 11.09 | 11.42 | 11.78 |
| 10 | 10.94 | 11.28 | 11.62 | 11.97 |
| 11 | 11.12 | 11.45 | 11.80 | 12.16 |
| 12 | 11.31 | 11.65 | 12.00 | 12.36 |
| 13 | 11.49 | 11.84 | 12.19 | 12.56 |
| 14 | 11.70 | 12.03 | 12.39 | 12.76 |
| 15 | 11.88 | 12.22 | 12.60 | 12.99 |
| 16 | 12.08 | 12.44 | 12.82 | 13.19 |
| 17 | 12.28 | 12.65 | 13.12 | 13.41 |
| 18 | 12.47 | 12.85 | 13.24 | 13.64 |
| 19 | 12.69 | 13.07 | 13.45 | 13.85 |
| 20 | 12.89 | 13.28 | 13.69 | 14.10 |
| 21 | 13.07 | 13.49 | 13.91 | 14.33 |
| 22 | 13.32 | 13.73 | 14.14 | 14.55 |
| 23 | 13.54 | 13.95 | 14.37 | 14.80 |
| 24 | 13.77 | 14.18 | 14.59 | 15.05 |
| 25 | 14.00 | 14.41 | 14.85 | 15.28 |
| 26 | 14.21 | 14.66 | 15.09 | 15.53 |
| 27 | 14.46 | 14.89 | 15.32 | 15.80 |
| *** 28 | 14.70 | 15.13 | 15.58 | 16.07 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District
Salary Schedule 4
FOOD SERVICE MANAGERS
2012-13

**FOOD SERVICE MANAGERS WILL BE PAID PER THIS SCHEDULE BASED ON THE
PROJECTED NUMBER OF MEALS (BREAKFAST AND LUNCH) TO BE PREPARED EACH DAY**

Base Schedule: 179 Days / 8 Hours per Day / 1432 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

| Meals Per Day | Range 1 | Range 2 | Range 3 | Range 4 |
|---|----------------|----------------|----------------|----------------|
| 0-675 Meals per day (List Schools) | 14.58 | 14.68 | 14.71 | 14.76 |
| 676-1,300 Meals per day (List Schools) | 15.11 | 15.19 | 15.24 | 15.27 |
| 1,300 or more Meals per day (List Schools) | 15.63 | 15.72 | 15.77 | 15.77 |
| Limited Capacity | 11.05 | 11.11 | 11.15 | 11.20 |

Gadsden Independent School District
Salary Schedule 5
FOOD SERVICE PERSONNEL
2012-13

COOKS:

176 Days - 7 Hrs. Per Day
 1,232 Hrs. Per Year

SERVERS:

176 Days - 4 Hrs. Per Day
 704 Hrs. Per Year

Semi-Monthly Pay - 24 Checks per Year

| YRS | Range 1 HS DIPLOMA G.E.D. | Range 2 SNA Level 1 CERTIFICATE | Range 3 SNA Level 2 CERTIFICATE | Range 4 UNIV. CR. (30+ HRS) |
|--------|---------------------------------|---------------------------------------|---------------------------------------|-----------------------------------|
| 0 | 7.58 | 7.58 | 7.58 | 7.58 |
| 1 | 7.58 | 7.58 | 7.58 | 7.58 |
| 2 | 7.58 | 7.58 | 7.58 | 7.58 |
| 3 | 7.58 | 7.58 | 7.58 | 7.58 |
| 4 | 7.58 | 7.58 | 7.58 | 7.58 |
| 5 | 7.58 | 7.58 | 7.58 | 7.59 |
| 6 | 7.58 | 7.58 | 7.58 | 7.68 |
| 7 | 7.58 | 7.58 | 7.60 | 7.76 |
| 8 | 7.58 | 7.66 | 7.75 | 7.91 |
| 9 | 7.91 | 7.98 | 8.07 | 8.23 |
| 10 | 8.22 | 8.29 | 8.39 | 8.55 |
| 11 | 8.55 | 8.62 | 8.72 | 8.88 |
| 12 | 8.87 | 8.94 | 9.03 | 9.20 |
| 13 | 9.20 | 9.26 | 9.35 | 9.50 |
| 14 | 9.54 | 9.63 | 9.71 | 9.88 |
| 15 | 9.74 | 9.82 | 9.92 | 10.07 |
| 16 | 9.86 | 9.93 | 10.05 | 10.19 |
| 17 | 9.99 | 10.07 | 10.18 | 10.32 |
| 18 | 10.10 | 10.16 | 10.25 | 10.42 |
| 19 | 10.20 | 10.29 | 10.40 | 10.54 |
| 20 | 10.30 | 10.37 | 10.48 | 10.64 |
| 21 | 10.40 | 10.47 | 10.57 | 10.73 |
| 22 | 10.52 | 10.58 | 10.71 | 10.86 |
| 23 | 10.62 | 10.71 | 10.82 | 10.95 |
| 24 | 10.71 | 10.78 | 10.90 | 11.05 |
| 25 | 10.84 | 10.90 | 11.01 | 11.15 |
| 26 | 10.92 | 11.01 | 11.11 | 11.27 |
| 27 | 11.07 | 11.13 | 11.24 | 11.39 |
| *** 28 | 11.14 | 11.22 | 11.32 | 11.49 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District

Salary Schedule 6A

CUSTODIAL PERSONNEL

2012-13

HEAD CUSTODIAN - LEVEL 2: SUPERVISION OF 1 TO 3 EMPLOYEES
HEAD CUSTODIAN - LEVEL 3: SUPERVISION OF 3.5 TO 5 EMPLOYEES
HEAD CUSTODIAN - LEVEL 4: SUPERVISION OF 5.5 TO 8 EMPLOYEES
HEAD CUSTODIAN - LEVEL 5: SUPERVISION OF 8.5 TO 12 EMPLOYEES
HEAD CUSTODIAN - LEVEL 6: SUPERVISION OF 12+ EMPLOYEES

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year

Semi-Monthly Pay - 24 Checks per Year

| YRS | Custodian | Head Custodian | | | | |
|-------|-----------|----------------|---------|---------|---------|---------|
| | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
| 0 | 8.26 | 8.56 | 8.87 | 9.13 | 9.25 | 9.37 |
| 1 | 8.26 | 8.56 | 8.87 | 9.13 | 9.25 | 9.37 |
| 2 | 8.26 | 8.56 | 8.87 | 9.13 | 9.25 | 9.37 |
| 3 | 8.26 | 8.56 | 8.87 | 9.13 | 9.25 | 9.37 |
| 4 | 8.26 | 8.56 | 8.87 | 9.13 | 9.25 | 9.37 |
| 5 | 8.51 | 8.83 | 9.14 | 9.40 | 9.53 | 9.66 |
| 6 | 8.94 | 9.26 | 9.60 | 9.88 | 10.01 | 10.13 |
| 7 | 9.38 | 9.73 | 10.07 | 10.36 | 10.51 | 10.65 |
| 8 | 9.51 | 9.86 | 10.20 | 10.49 | 10.57 | 10.78 |
| 9 | 9.70 | 10.05 | 10.41 | 10.71 | 10.78 | 11.00 |
| 10 | 9.99 | 10.33 | 10.70 | 11.02 | 11.31 | 11.66 |
| 11 | 10.28 | 10.64 | 11.00 | 11.33 | 11.65 | 12.00 |
| 12 | 10.58 | 10.93 | 11.29 | 11.64 | 11.99 | 12.33 |
| 13 | 10.88 | 11.22 | 11.58 | 11.95 | 12.32 | 12.68 |
| 14 | 11.09 | 11.43 | 11.81 | 12.18 | 12.56 | 12.93 |
| 15 | 11.24 | 11.62 | 11.99 | 12.37 | 12.74 | 13.11 |
| 16 | 11.41 | 11.79 | 12.17 | 12.54 | 12.94 | 13.31 |
| 17 | 11.58 | 11.98 | 12.36 | 12.74 | 13.12 | 13.50 |
| 18 | 11.82 | 12.14 | 12.53 | 12.93 | 13.32 | 13.71 |
| 19 | 11.94 | 12.32 | 12.73 | 13.12 | 13.51 | 13.93 |
| 20 | 12.11 | 12.50 | 12.91 | 13.32 | 13.73 | 14.13 |
| 21 | 12.29 | 12.70 | 13.11 | 13.51 | 13.94 | 14.34 |
| 22 | 12.47 | 12.88 | 13.31 | 13.73 | 14.15 | 14.55 |
| 23 | 12.66 | 13.08 | 13.50 | 13.93 | 14.35 | 14.77 |
| 24 | 12.86 | 13.28 | 13.71 | 14.14 | 14.57 | 15.00 |
| 25 | 13.05 | 13.48 | 13.91 | 14.35 | 14.80 | 15.22 |
| 26 | 13.24 | 13.69 | 14.13 | 14.56 | 15.02 | 15.45 |
| 27 | 13.44 | 13.88 | 14.34 | 14.78 | 15.24 | 15.69 |
| ***28 | 13.64 | 14.12 | 14.55 | 15.02 | 15.46 | 15.91 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Gadsden Independent School District
Salary Schedule 6B
MAINTENANCE PERSONNEL
2012-13

**LEVEL 1: BUILDING MECHANIC, GROUNDSKEEPER, MOTOR VEHICLE HELPER,
 CUSTODIAL SUPPORT PERSON, LOCKSMITH ASSISTANT**

**LEVEL 2: APPRENTICE WELDER, PLUMBER, JR SPRINKLER, APPRENTICE ELECTRICIAN,
 WAREHOUSEPERSON, APPRENTICE LOCKSMITH, TELECOMMUNICATIONS ASSISTANT**

**LEVEL 3: HEAVY EQUIPMENT OPERATOR (from welder), JR PLUMBER, SMALL CREW
 FOREMAN, JRM ELECTRICIAN, WASTEWATER TREATMENT TECHNICIAN I & II, HVAC
 TECHNICIAN (licensed), BOILER OPERATOR (JRM gas license), MOTOR VEHICLE TECHNICIAN,
 LICESED BUILDING MECHANIC, CERTIFIED LOCKSMITH, AV TECHNICIAN, COMPUTER
 SERVICES TECHNICIAN, TELECOMMUNICATIONS TECHNICIAN**

**LEVEL 4: MASTER PLUMBER, LARGE CREW FOREMAN, MASTER ELECTRICIAN,
 WASTEWATER TREATMENT TECHNICIAN III & IV, MASTER GAS FITTER,
 COMMUNICATIONS SYSTEM SUPERVISOR, SNP WAREHOUSE SUPERVISOR, SNP
 EQUIPMENT TECHNICIAN**

Base Schedule: 260 Days / 8 Hours per Day / 2080 Hours per Year
Semi-Monthly Pay - 24 Checks per Year

| YRS | Level 1 | Level 2 | Level 3 | Level 5 |
|------------|----------------|----------------|----------------|----------------|
| 0 | 8.33 | 9.75 | 11.10 | 12.53 |
| 1 | 8.33 | 9.75 | 11.10 | 12.53 |
| 2 | 8.33 | 9.75 | 11.10 | 12.53 |
| 3 | 8.33 | 9.75 | 11.10 | 12.53 |
| 4 | 8.44 | 9.87 | 11.24 | 12.69 |
| 5 | 8.59 | 10.04 | 11.43 | 12.91 |
| 6 | 9.01 | 10.54 | 12.01 | 13.55 |
| 7 | 9.45 | 11.07 | 12.61 | 14.23 |
| 8 | 9.58 | 11.21 | 12.76 | 14.41 |
| 9 | 9.71 | 11.33 | 12.93 | 14.62 |
| 10 | 10.00 | 11.66 | 13.31 | 15.04 |
| 11 | 10.29 | 12.00 | 13.71 | 15.45 |
| 12 | 10.58 | 12.33 | 14.11 | 15.87 |
| 13 | 10.88 | 12.68 | 14.48 | 16.30 |
| 14 | 11.09 | 12.93 | 14.78 | 16.61 |
| 15 | 11.24 | 13.11 | 15.00 | 16.86 |
| 16 | 11.41 | 13.31 | 15.21 | 17.11 |
| 17 | 11.58 | 13.50 | 15.44 | 17.37 |
| 18 | 11.76 | 13.71 | 15.69 | 17.63 |
| 19 | 11.94 | 13.93 | 15.90 | 17.90 |
| 20 | 12.11 | 14.13 | 16.15 | 18.16 |
| 21 | 12.29 | 14.34 | 16.39 | 18.44 |
| 22 | 12.47 | 14.55 | 16.62 | 18.72 |
| 23 | 12.66 | 14.77 | 16.89 | 18.99 |
| 24 | 12.86 | 15.00 | 17.13 | 19.28 |
| 25 | 13.05 | 15.22 | 17.38 | 19.57 |
| 26 | 13.24 | 15.45 | 17.65 | 19.86 |
| 27 | 13.44 | 15.69 | 17.91 | 20.15 |
| *** 28 | 13.64 | 15.91 | 18.19 | 20.46 |

*** Individuals who have been paid previously for this level of experience will receive the same percent increase received by other employees on this salary schedule.

Grades Independent School District
 Salary Schedule 7
 ADMINISTRATIVE PERSONNEL
 2012-13

Base Schedule: 8 Hours per Day
 Bomb-Monthly Pay - 24 Cycles per Year

| Admin. Yrs Exp. | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| CAMPUS ADMINISTRATION | | | | | | | | | | | | | | | | | | | | | | | | |
| Principals, Assistant Principals | | | | | | | | | | | | | | | | | | | | | | | | |
| Pay Grade 101 | \$5,950 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 | \$6,550 |
| 102 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 | \$6,449 |
| 103 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 | \$6,938 |
| 104 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 | \$7,427 |
| 105 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 | \$7,916 |
| 106 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 | \$8,405 |

DISTRICT ADMINISTRATION

| Pay Grade | 201-A | 201-B |
|---|----------|----------|
| OTHER ADMINISTRATION - Asst. Purchasing Agent, Asst. Network Mgr., Custodial Srvc. Supervisor, Accts. Payable Supervisor, Payroll Supervisor, Fund Accountant | \$31,093 | \$39,400 |
| 201-A | \$31,093 | \$39,400 |
| 201-B | \$39,400 | \$39,400 |

COORDINATORS - Program/Department Coordinators, Purchasing Agent

| Pay Grade | 202-A | 202-B | 202-C |
|-----------|----------|----------|----------|
| 202-A | \$41,536 | \$50,081 | \$59,388 |
| 202-B | \$50,081 | \$50,081 | \$59,388 |
| 202-C | \$59,388 | \$59,388 | \$59,388 |

DIRECTORS

| Pay Grade | 203 |
|-----------|----------|
| 203 | \$68,632 |

EXECUTIVE DIRECTORS

| Pay Grade | 204 |
|-----------|----------|
| 204 | \$72,611 |

ASSOCIATE SUPERINTENDENTS

| Pay Grade | 205-A |
|-----------|----------|
| 205-A | \$76,169 |

CHIEF FINANCIAL OFFICER

| Pay Grade | 205-A |
|-----------|----------|
| 205-A | \$80,329 |

DEPUTY SUPERINTENDENT

| Pay Grade | 206 |
|-----------|----------|
| 206 | \$82,123 |

Gadsden Independent School District
 Salary Schedule 7
 ADMINISTRATIVE PERSONNEL
 2012-13

Base Schedule - 8 Hours per Day
 Semi-Monthly Pay - 24 Checks per Year

| Pay Grade | Days | Position | School Day Adjustment > 1,000 Students | > 2,000 Students | Years of Service Credit - All Positions * A maximum of 5 years Out-of-District experience will be accepted for employees new to a position. * In-District experience will be accepted for all years of Administrative service for GISD. * Credit for a full year on the Salary Schedule will be given to employees if they have worked a minimum of 1/2 of their contract days in the current position Leave Accruals - 288 Day Positions * Annual Leave will be accrued at the rate of 20 days per year Leave Accruals - All Positions * 2 Days General Leave will be accrued at the beginning of the year and an additional 13 days will be accrued during the year. |
|-----------|------|---|---|------------------|---|
| 101 | 200 | ASSISTANT PRINCIPAL - Elementary School | NONE | NONE | |
| 102 | 210 | ASSISTANT PRINCIPAL - Middle School | NONE | NONE | |
| 103 | 210 | ASSISTANT PRINCIPAL - High School | NONE | NONE | |
| 104 | 200 | PRINCIPAL - Elementary School | NONE | NONE | |
| 105 | 220 | PRINCIPAL - Middle School | +\$10 Per Day | NONE | |
| 106 | 235 | PRINCIPAL - High School | +\$10 Per Day | +\$20 Per Day | |
| 201-A | 235 | OTHER ADMINISTRATION - Range 1: BA/BS Degreed in Unrelated Field or Non-Degreed | | | |
| 201-B | 235 | OTHER ADMINISTRATION - Range 2: BA/BS Degreed in Related Field | | | |
| 202-A | 235 | COORDINATORS - Range 1: BA/BS Degreed in Unrelated Field or Non-Degreed | | | |
| 202-B | 235 | COORDINATORS - Range 2: BA/BS Degreed in Related Field | | | |
| 202-C | 235 | COORDINATORS - Range 3: Level III NJ Administrative License | | | |
| 203 | 235 | DIRECTORS | | | |
| 204 | 235 | EXECUTIVE DIRECTORS | | | |
| 205 | 235 | ASSOCIATE SUPERINTENDENTS | | | |
| 205-A | 235 | CHIEF FINANCIAL OFFICER | | | |
| 206 | 235 | DEPUTY SUPERINTENDENT | | | |

**Gadsden Independent School District
Activity Increments
2012-13**

| Current Stipends | | 2012-13 | |
|---|---------------|---------|-----------------------|
| EXTRA-CURRICULAR-ELEMENTARY (K-6) | | | |
| English Spelling Bee | ACT ESB | 500 | |
| Spanish Spelling Bee | ACT SSB | 500 | |
| Geography Bee | ACT GEOG | 500 | |
| Battle of the Books | ACTBBKS | 500 | |
| Literary Festival | ACT LF | 650 | |
| Art Council/Show | ACT AC/S | 750 | |
| Translator | ACT TRAN | 450 | |
| Enrichment (DI/Future Problem Solvers/Science Fair) | ACT ENRI | 970 | |
| Site Specific | ACT SITE | 1,500 | |
| | | 6,320 | PER ELEMENTARY SCHOOL |
| | | 94,802 | 15 SCHOOLS |
| INSTRUCTIONAL-MIDDLE: | | | |
| Band - Head | ACT BNDHD MS | 1,912 | |
| Band - Summer/Intercession | ACT BNDSUM MS | 1,072 | |
| After School Study Hall | ACT ASH MS | 1,000 | |
| After School Study Hall | ACT ASH MS | 1,000 | |
| After School Detention | ACT ASDT MS | 750 | |
| Chorus | ACT CHRS MS | 750 | |
| I-CAT Chair | ACT ICATC | 850 | 1 PER SCHOOL |
| I-CAT Team Member | ACT ICATTM | 300 | 4 PER SCHOOL |
| Team Leader 8th | ACT TL8 MS | 750 | |
| Team Leader 8th | ACT TL8 MS | 750 | |
| Team Leader 7th | ACT TL7 MS | 750 | |
| Team Leader 7th | ACT TL7 MS | 750 | |
| Team Leader Bilingual | ACT TLB MS | 750 | |
| Team Leader Special Education | ACT TLSE MS | 750 | |
| | | 13,035 | PER MIDDLE SCHOOL |
| | | 39,104 | 3 SCHOOLS |
| EXTRA-CURRICULAR-MIDDLE: | | | |
| Battle of the Books | ACT BBKS | 500 | |
| Enrichment | ACT ENRI | 964 | |
| English Spelling Bee | ACT ESB | 500 | |
| Geography Bee | ACT GEOG | 500 | |
| Translator | ACT TRAN | 429 | |
| National Junior Society | ACT NJS | 643 | |
| Newspaper | ACT NWS | 643 | |
| Student Council | ACT SC | 750 | |
| Yearbook | ACT YB | 1,179 | |
| Drama | ACT DRM | 750 | |
| Academic Team | ACT ACDTEAM | 650 | |
| Site Specific | ACT SITE | 1,500 | |
| | | 9,008 | PER MIDDLE SCHOOL |
| | | 27,024 | 3 SCHOOLS |
| INSTRUCTIONAL-HIGH: | | | |
| Band - Head | ACT BNDHD | 5,778 | |
| Band - Asst. (If Needed - 120+ Students) | ACT BNDAST | 1,072 | |
| Band - Summer | ACT BNDSUM | 1,607 | |
| After School Detention | ACT ASDT | 857 | |
| Noon Detention / ISS - GHS | ACT NDT | 750 | 4 INCREMENTS 2250 |
| Noon Detention / ISS - STHS | ACT NDT | 750 | 3 INCREMENTS 1500 |
| Noon Detention / ISS - CHS | ACT NDT | 750 | 2 INCREMENTS 750 |
| Chorus | ACT CHRS | 1,607 | |
| Drama | ACT DRM | 1,286 | |
| Department Head - Business | ACT DHBS | 964 | |
| Department Head - English Lang. | ACT DHEL | 964 | |
| Department Head - FACS | ACT FACS | 964 | |
| Department Head - Fine Arts | ACT DHFA | 964 | |

**Gadsden Independent School District
Activity Increments
2012-13**

| Current Stipends | | 2012-13 | |
|---|-------------|----------------|--------------------|
| Department Head - Guidance | ACT DHGU | 964 | |
| Department Head - Industrial Arts | ACT DHIA | 964 | |
| Department Head - Library/AV | ACT DHLIB | 1,072 | |
| Department Head - Math | ACT DHMT | 964 | |
| Department Head - Modern Lang. | ACT DHML | 964 | |
| Department Head - NJROTC | ACT DHNJ | 1,179 | |
| Department Head - PAL | ACT DHPAL | 964 | |
| Department Head - P.E. | ACT DHPE | 964 | |
| Department Head - Science | ACT DHSC | 964 | |
| Department Head - Social Studies | ACT DHSS | 964 | |
| Department Head - Special Ed. | ACT DHSE | 964 | |
| | | 29,241 | PER HIGH SCHOOL |
| | | 92,223 | 3 SCHOOLS |
| EXTRA-CURRICULAR-HIGH: | | | |
| Academic Team | ACT ACDTEAM | 1,300 | |
| Art Club | ACT AC | 857 | |
| Astronomy Club - GHS | ACT ASTC | 1,072 | |
| Auto VICA - GHS | ACT AUTO | 1,072 | |
| BPA | ACT BPA | 850 | |
| Chicano Club | ACT CC | 857 | |
| Class - Senior | ACT SENCL | 1,600 | |
| Class - Junior | ACT JUNCL | 1,500 | |
| Class - Sophomore | ACT SOCL | 1,000 | |
| Class - Freshman | ACT FRCL | 964 | |
| DECA-GHS | ACT DECA | 850 | |
| FCCLA | ACT FCCLA | 850 | |
| FEA | ACT FEA | 850 | |
| FHA | ACT FHA | 857 | |
| FFA Assistant (75+ Students) | ACT FFAA | 750 | |
| FFA | ACT FFA | 1,822 | |
| Flag Corp | ACT FLAG | 857 | |
| Jazz Cats - GHS | ACT JZCT | 1,072 | |
| I-CAT Chair | ACT ICATC | 850 | 1 PER SCHOOL |
| I-CAT Team Member | ACT ICATTM | 300 | 4 PER SCHOOL |
| Language Club | ACT LC | 750 | 900 |
| Letterman's Club | ACT LC | 964 | |
| Mariachi | ACT MCH | 1,179 | |
| National Honor Society | ACT NHS | 1,179 | |
| National Spanish Honor Society | ACT NSHS | 1,072 | |
| Newspaper | ACT NWS | 1,179 | |
| Science Olympiad/Club | ACT SCOY | 964 | |
| Skills USA | ACT SUSA | 850 | |
| Student Council | ACT SC | 1,393 | |
| Student Council Ast. (75+ students) | ACT SCA | 500 | |
| Yearbook | ACT YB | 1,393 | |
| Teens in Prevention | ACT TIP | 643 | |
| Video Yearbook | ACT VIDY | 857 | |
| Mock Trial | ACT MKT | 857 | |
| Literary Magazine - STHS | ACT LM | 857 | |
| Site Specific | ACT SITE | 2,500 | |
| | | 38,168 | PER HIGH SCHOOL |
| | | 114,505 | 3 SCHOOLS |
| OTHER DISTRICT: | | | |
| MESA - GHS | ACT MESA | 2,000 | 2 PER SCHOOL BASED |
| MESA - CHS | ACT MESA | 2,000 | ON STUDENT |
| MESA-STHS | ACT MESA | 2,000 | PARTICIPATION |
| MESA - GMS | ACT MESA | 2,000 | |
| MESA-STMS | ACT MESA | 2,000 | |
| MESA - CMS | ACT MESA | 2,000 | |
| | | 12,000 | |
| | | 24,000 | 6 SCHOOLS |
| District Academic Competition Coordinator | ACT ACDCOMP | 2,000 | SUPERINTENDENT |
| District Battle of the Books Coordinator | ACT BBKS | 750 | SUPERINTENDENT |
| District English Spelling Bee Coordinator | ACT ESPBEE | 750 | SUPERINTENDENT |
| TOTAL | | 395,158 | |

Note: All increment amounts may be split as needed at the campus level but must be used for the intended program

**Gadsden Independent School District
Athletic Increments
2012-13**

HIGH SCHOOLS:

| POSITION | CHS | GHS | STHS |
|--|-----------|-----------|-----------|
| FOOTBALL HEAD | 11,008.00 | 11,008.00 | 11,008.00 |
| FOOTBALL VARSITY OFFENSIVE COORDINATOR | 3,744.00 | 3,744.00 | 3,744.00 |
| FOOTBALL VARSITY DEFENSIVE COORDINATOR | 3,744.00 | 3,744.00 | 3,744.00 |
| FOOTBALL ASSISTANT VARSITY | 2,870.00 | 2,870.00 | 2,870.00 |
| FOOTBALL ASSISTANT VARSITY | 2,870.00 | 2,870.00 | 2,870.00 |
| FOOTBALL JV | 2,870.00 | 2,870.00 | 2,870.00 |
| FOOTBALL ASSISTANT JV | 2,371.00 | 2,371.00 | 2,371.00 |
| FOOTBALL 9TH | 2,371.00 | 2,371.00 | 2,371.00 |
| FOOTBALL ASSISTANT 9TH | 1,872.00 | 1,872.00 | 1,872.00 |
| | | | |
| VOLLEYBALL HEAD VARSITY | 8,508.00 | 8,508.00 | 8,508.00 |
| VOLLEYBALL ASSISTANT VARSITY | 3,744.00 | 3,744.00 | 3,744.00 |
| VOLLEYBALL JV | 2,995.00 | 2,995.00 | 2,995.00 |
| VOLLEYBALL 9TH | 2,371.00 | 2,371.00 | 2,371.00 |
| | | | |
| CROSS COUNTRY HEAD | 2,080.00 | 2,080.00 | 2,080.00 |
| | | | |
| SOCCER HEAD BOYS VARSITY | 3,874.00 | 3,874.00 | 3,874.00 |
| SOCCER ASST. BOYS VARSITY | 2,300.00 | 2,300.00 | 2,300.00 |
| SOCCER BOYS JV | 1,872.00 | 1,872.00 | 1,872.00 |
| SOCCER HEAD GIRLS VARSITY | 3,874.00 | 3,874.00 | 3,874.00 |
| SOCCER ASST. GIRLS VARSITY | 2,300.00 | 2,300.00 | 2,300.00 |
| SOCCER GIRLS JV | 1,872.00 | 1,872.00 | 1,872.00 |
| | | | |
| BASKETBALL HEAD BOYS VARSITY | 8,508.00 | 8,508.00 | 8,508.00 |
| BASKETBALL ASST. BOYS VARSITY | 3,744.00 | 3,744.00 | 3,744.00 |
| BASKETBALL BOYS JV | 2,870.00 | 2,870.00 | 2,870.00 |
| BASKETBALL BOYS 9TH | 2,371.00 | 2,371.00 | 2,371.00 |
| BASKETBALL HEAD GIRLS VARSITY | 8,508.00 | 8,508.00 | 8,508.00 |
| BASKETBALL ASST. GIRLS VARSITY | 3,744.00 | 3,744.00 | 3,744.00 |
| BASKETBALL GIRLS JV | 2,870.00 | 2,870.00 | 2,870.00 |
| BASKETBALL GIRLS 9TH | 2,371.00 | 2,371.00 | 2,371.00 |
| | | | |
| WRESTLING HEAD | 3,874.00 | 3,874.00 | 3,874.00 |
| WRESTLING ASST. | 2,300.00 | 2,300.00 | 2,300.00 |
| | | | |
| BASEBALL HEAD VARSITY | 3,874.00 | 3,874.00 | 3,874.00 |
| BASEBALL ASST. VARSITY | 2,300.00 | 2,300.00 | 2,300.00 |
| BASEBALL JV | 1,872.00 | 1,872.00 | 1,872.00 |
| BASEBALL 9TH | 1,872.00 | 1,872.00 | 1,872.00 |
| | | | |
| SOFTBALL HEAD VARSITY | 3,874.00 | 3,874.00 | 3,874.00 |
| SOFTBALL ASST. VARSITY | 2,300.00 | 2,300.00 | 2,300.00 |
| SOFTBALL JV | 1,872.00 | 1,872.00 | 1,872.00 |
| SOFTBALL 9TH | 1,872.00 | 1,872.00 | 1,872.00 |
| | | | |
| TRACK HEAD VARSITY | 3,874.00 | 3,874.00 | 3,874.00 |
| TRACK ASSISTANT #1 | 2,300.00 | 2,300.00 | 2,300.00 |
| TRACK ASSISTANT #2 | 1,872.00 | 1,872.00 | 1,872.00 |
| TRACK ASSISTANT #3 | 1,872.00 | 1,872.00 | 1,872.00 |
| TRACK ASSISTANT #4 | 1,872.00 | 1,872.00 | 1,872.00 |
| | | | |
| TENNIS HEAD VARSITY | 3,000.00 | 3,000.00 | 3,000.00 |
| | | | |
| GOLF HEAD VARSITY | 2,280.00 | 2,280.00 | 2,280.00 |
| | | | |

**Gadsden Independent School District
Athletic Increments
2012-13**

HIGH SCHOOLS:

| | | | | |
|---|-----------------|-----------------|-----------------|--|
| BOXING (2 CLASSES + AFTERSCHOOL) | | 8,950.00 | | |
| TRAINER HEAD + 20 DAYS EA. | 8,736.00 | 8,736.00 | 8,736.00 | |
| CHEERLEADING HEAD | 5,226.00 | 5,226.00 | 5,226.00 | |
| CHEERLEADING ASST. JV | 2,300.00 | 2,300.00 | 2,300.00 | |
| | | | | |
| | | | | |

MIDDLE SCHOOLS:

| POSITION | CMS | GMS | STMS |
|-------------------------------|-------------------|-------------------|-------------------|
| FOOTBALL HEAD | 2,700.00 | 2,700.00 | 2,700.00 |
| FOOTBALL ASST. | 1,512.00 | 1,512.00 | 1,512.00 |
| FOOTBALL ASST. | 1,512.00 | 1,512.00 | 1,512.00 |
| FOOTBALL ASST. | 1,512.00 | 1,512.00 | 1,512.00 |
| VOLLEYBALL HEAD | 1,800.00 | 1,800.00 | 1,800.00 |
| VOLLEYBALL ASST. | 1,260.00 | 1,260.00 | 1,260.00 |
| BASKETBALL HEAD GIRLS | 2,300.00 | 2,300.00 | 2,300.00 |
| BASKETBALL ASST. GIRLS | 1,512.00 | 1,512.00 | 1,512.00 |
| BASKETBALL HEAD BOYS | 2,300.00 | 2,300.00 | 2,300.00 |
| BASKETBALL ASST. BOYS | 1,512.00 | 1,512.00 | 1,512.00 |
| TRACK HEAD | 1,800.00 | 1,800.00 | 1,800.00 |
| TRACK ASST. | 1,260.00 | 1,260.00 | 1,260.00 |
| TENNIS HEAD | 1,300.00 | 1,300.00 | 1,300.00 |
| CHEERLEADING HEAD | 2,100.00 | 2,100.00 | 2,100.00 |
| SOCCER HEAD BOYS | 1,500.00 | 1,500.00 | 1,500.00 |
| SOCCER ASST. BOYS | 1,000.00 | 1,000.00 | 1,000.00 |
| SOCCER HEAD GIRLS | 1,500.00 | 1,500.00 | 1,500.00 |
| SOCCER ASST. GIRLS | 1,000.00 | 1,000.00 | 1,000.00 |
| | | | |
| | 193,218.00 | 202,168.00 | 193,218.00 |
| | | | 588,604.00 |