

## Head Start Program Staff - Salary Scale for 2015 - 2016

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	POSITION - TITLE	Current Annual	Annual Salary COLA
1	Administrator for Education - Masters	67,912.00	69,284.80
2	Administrator for Human Resources - Masters	67,912.00	69,284.80
3	Assistant Administrator for Human Resources	45,635.20	46,550.40
4	Assistant Bookkeeper - Procurement	24,211.20	24,710.40
5	Assistant Bookkeeper- Finance	24,211.20	24,710.40
6	Assistant Cook	18,844.80	19,240.00
7	Assistant Director for Operations	79,456.00	91,208.00
8	Assistant Director for Programmatic Services-Maters	81,203.20	91,208.00
9	Assistant Teacher	18,574.40	18,948.80
10	Bookkeeper - Finance	29,328.00	29,931.20
11	Bookkeeper - TDA	28,641.60	29,224.00
12	Bus Aide/Substitute	18,574.40	18,948.80
13	Bus Driver/Maintenance	19,281.60	19,676.80
14	Bus/Classroom Aide (PIT-20 Hours Weekly)	8,164.00	8,330.40
15	Center Manager (Associates)	30,971.20	31,595.20
16	Center Manager (Masters)	37,086.40	37,835.20
17	Center Manager (Bachelors)	35,942.40	36,670.40
18	Chief Financial Officer - Bachelors	66,102.40	74,110.40
19	Clerk/Receptionist - Administration	18,345.60	18,720.00
20	Coordinator - Associates	35,401.60	36,129.60
21	Coordinator - Bachelors	38,750.40	39,540.80
22	Coordinator - Non Degree	32,884.80	33,550.40
23	Crew Leader- Non Degree	28,558.40	29,140.80
24	Custodian - Administration & Center	18,345.60	18,720.00
25	Department Director (MIS)	54,995.00	63,003.20
26	Director - Associates	56,576.00	57,707.52
27	Director - Bachelors	58,156.80	59,319.93
28	Director - Masters	59,696.00	60,889.92
29	Director - Non Degree	54,995.20	56,094.90
30	Disability Classroom Assistant	18,574.40	18,948.80
31	Electrician Technician	30,555.20	31,179.20
32	Executive Director	96,844.80	112,985.60
33	Executive Secretary	36,462.40	37,211.20
34	Facilitator - Associates	30,555.20	31,179.20
35	Facilitator - Non Degree	28,558.40	29,140.80
36	Food Driver	18,574.40	18,948.80
37	Head Cook	27,019.20	27,560.00
38	Kitchen Helper	18,345.60	18,720.00
39	Mail Courier	18,345.60	18,720.00
40	Maintenance Worker	19,115.20	19,510.40
41	Nurse (RN) - Bachelors	46,987.20	47,944.00
42	Secretary	20,633.60	21,049.60
43	Specialist - Bachelors	41,600.00	42,432.00
44	Support Service Facilitator (Center) - A.A.	30,555.20	31,179.20
45	Support Service Facilitator (Center) - B.A.	35,318.40	36,025.60
46	Support Service Facilitator (Center) - Non Degree	26,000.00	26,520.00
47	Support Service Assistants	19,552.00	19,947.20
48	Teacher (Associates)	26,852.80	27,393.60
49	Teacher (Bachelors)	30,555.20	31,179.20
50	**Interim Teacher (temporary)	20,675.20	21,091.20
51	Warehouse Courier	18,345.60	18,720.00
\$1,500.00 Stipend for Masters Degree \$2,000.00 Stipend for Additional Department Responsibilities \$500.00 Stipend for Center Manager Assigned Two Centers \$200.00 Stipend for Center Manager per Classroom for more than Five Classrooms \$1,000.00 Stipend for Center Manager in Public School Site			

## 2016 HIDALGO COUNTY

	<b>SALARY</b>
COUNTY AUDITOR	\$ 121,411
CHIEF ADMIN OFFICER-HEALTH ADMIN	\$ 114,954
DIRECTOR – URBAN COUNTY	\$ 112,984
PURCHASE AGENT	\$ 111,710
DIRECTOR – WIC	\$ 104,265
COUNTY TREASURER	\$ 100,425
H.R. DIRECTOR/CIVIL SERV. SECRETARY	\$ 99,198
CHIEF INFORMATION OFFICER	\$ 98,040
BUDGET OFFICER	\$ 95,481
FIRST ASSISTANT AUDITOR	\$ 95,008
DIRECTOR OF PLANNING	\$ 92,700
SAFETY DIRECTOR	\$ 91,492
CHIEF ADMINISTRATOR PCT 1	\$ 90,176
CHIEF ADMINISTRATOR PCT 3	\$ 89,495
OPERATIONS ADMINISTRATOR –EXC. OFFICE	\$ 89,495
OPERATIONS ADMINISTRATOR –EXC. OFFICE	\$ 89,495
EXECUTIVE ASSISTANT IV-PCT 4	\$ 81,642
COORD – ENVIROMENTAL COMPLIANCE	\$ 80,980
DIRECTOR OF HUMAN SERVICES	\$ 79,280
CHIEF DEPUTY II – TREASURER	\$ 78,699
DIRECTOR OF AUDIT DIVISION	\$ 77,971
DIRECTOR OF ACCOUNTING DIVISION	\$ 77,971

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# 2015-2016 Superintendent Salaries as of Oct 2015

## Hidalgo County Totals by District

[ [TEA Home Page](#) ] [ [PEIMS Standard Reports Overview](#) ]

Rgn	County	District Number	District Name	Superintendent Name	FTE	Base Pay	Calculated Full FTE Pay	Enrollment
01	HIDALGO COUNTY	108902	DONNA ISD	REYNA, JESUS RENE	1	\$211,705	\$211,705	15,334
"	"	108903	EDCOUCH-ELSA ISD	RIVERA, JOSE RICARDO	1	\$184,000	\$184,000	5,135
"	"	108904	EDINBURG CISD	GUTIERREZ, RENE	1	\$267,708	\$267,708	34,570
"	"	108809	EXCELLENCE IN LEADERSHIP ACADEMY	LOPEZ, ELIZABETH B	1	\$79,331	\$79,331	201
"	"	108905	HIDALGO ISD	BLAHA, EDWARD LAWRENCE	1	\$175,000	\$175,000	3,268
"	"	108802	HORIZON MONTESSORI PUBLIC SCHOOLS	ANSARI, ALIM U	1	\$146,206	\$146,206	1,304
"	"	108807	IDEA PUBLIC SCHOOLS	GAMA, JO ANN	1	\$236,618	\$236,618	23,526
"	"	108807	IDEA PUBLIC SCHOOLS	TORKELSON, THOMAS EDWARD	1	\$350,549	\$350,549	23,526
"	"	108912	LA JOYA ISD	BENAVIDES, ALDA T	1	\$301,130	\$301,130	29,590
"	"	108914	LA VILLA ISD	SOLIS, JUDITH M	0.74	\$47,635	\$64,546	591
"	"	108906	MCALLEN ISD	PONCE, JAMES J	1	\$253,502	\$253,502	24,330
"	"	108907	MERCEDES ISD	TREVINO, DANIEL	1	\$200,660	\$200,660	5,664
"	"	108804	MIDVALLEY ACADEMY		0.25	\$28,354	\$113,416	366

			<b>CHARTER DISTRICT</b>	<b>JOHNSON, FRANCES BERRONES</b>				
"	"	108908	<b>MISSION CISD</b>	<b>LOPEZ, RICARDO</b>	1	\$220,626	\$220,626	15,765
"	"	108915	<b>MONTE ALTO ISD</b>	<b>ALMANZA, OLIVIA</b>	1	\$85,621	\$85,621	1,062
"	"	108909	<b>PHARR-SAN JUAN-ALAMO ISD</b>	<b>KING, DANIEL PAUL</b>	1	\$295,200	\$295,200	32,612
"	"	108910	<b>PROGRESO ISD</b>	<b>CUELLAR, MARTIN</b>	1	\$140,043	\$140,043	1,978
"	"	108911	<b>SHARYLAND ISD</b>	<b>O'CONNOR, ROBERT EARL</b>	1	\$246,008	\$246,008	10,054
"	"	108916	<b>VALLEY VIEW ISD</b>	<b>RAMIREZ, ROLANDO</b>	1	\$173,468	\$173,468	4,524
"	"	108808	<b>VANGUARD ACADEMY</b>	<b>OLIVAREZ, ROBERT LEE</b>	1	\$211,169	\$211,169	2,397
"	"	108913	<b>WESLACO ISD</b>	<b>ALEJANDRO, RUBEN</b>	1	\$253,425	\$253,425	17,806

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# OFFICE OF HEAD START

ACF Administration for Children and Families	U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES	
	1. Log No. ACF-PI-HS-16-03	2. Issuance Date: 04/27/2016
	3. Originating Office: Office of Head Start	
	4. Key Words: Consolidated Appropriations Act; Appropriations; Fiscal Year (FY) 2016; Funding Increase; Cost of Living Adjustment (COLA)	

## PROGRAM INSTRUCTION

**TO:** All Head Start and Early Head Start Grantees, Including Delegate Agencies, Early Head Start-Child Care Partnerships, and State Collaboration Grantees

**SUBJECT:** FY 2016 Head Start Funding Increase

### INSTRUCTION:

President Obama signed Public Law 114-113, the Consolidated Appropriations Act of 2016, on December 18, 2015. This Act includes \$9,168,095,000 for programs under the Head Start Act, which is an increase of approximately \$570 million over the fiscal year (FY) 2015 funding level.

The approximately \$570 million increase provides grantees a 1.8 percent cost of living adjustment (COLA), depending on final funding decisions. The FY 2016 funding level also includes \$294 million to support programs in lengthening their day and year, and \$135 million for Early Head Start-Child Care (EHS-CC) Partnerships and Early Head Start (EHS) Expansion. We will provide more information in the coming weeks about how to apply for these funds.

This Program Instruction (PI) provides information about the additional funds that are available to Head Start and Early Head Start grantees in FY 2016 for the COLA and describes the requirements for applying for these funds. Grantees that already received partial funding for FY 2016 are eligible to receive a supplemental award for the COLA. Grantees that are subject to competition for continued funding through the Designation Renewal System are also eligible to receive the COLA. State Collaboration grants are not eligible for the COLA due to the statutory cap on their funding in the Head Start Act.

### FY 2016 COLA

Each grantee, including those with EHS-CC Partnership funding, may apply for a COLA increase of 1.8 percent of the FY 2015 base funding level. Base funding excludes training and technical assistance (T/TA) funds and any one-time funding grantees may have received in FY 2015. COLA funds are to be used to increase staff salaries and fringe

benefits and to pay for higher operating costs.

Programs that use COLA funds to increase staff salaries should increase the hourly rate of pay and permanently increase the Head Start pay scale rather than only increase the salaries of current employees. Sections 653 and 640(j) of the Head Start Act provide further guidance on the uses and limitations of the COLA funds. Section 653 of the Act restricts compensation to a Head Start employee that is higher than the average rate of compensation paid for substantially comparable services in the area where the program is operating. Section 653 also prohibits any Head Start employee from being compensated at a rate higher than that of an Executive Schedule Level II position. Section 640(j) of the Act requires that the compensation of Head Start employees must be improved regardless of whether the agency has the ability to improve the compensation of staff employed by the agency that do not provide Head Start services.

Each grantee, as specified in 45 CFR 1301.31 of the Head Start Program Performance Standards, is required to have personnel policies that specify salary rates and fringe benefits. Any grantee proposing differential COLA increases to staff, delegates, or partners must justify its rationale in its budget narrative.

Funds remaining after providing the COLA increase in the hourly rate of pay may be used to offset increased operating costs in other areas of the budget. This includes increased costs in rent, utilities, facilities maintenance and insurance, contractual arrangements, vehicle fuel, and maintenance, supplies, and equipment.

#### Application Requirements

Grantees are required to request these funds through a grant application. Your Regional Office will send a Funding Guidance Letter to provide information on the amount of funds available to your agency this year and to offer further guidance on the application requirements. Grantees must submit a grant application or supplemental application in the Head Start Enterprise System (HSES) that includes:

- SF-424 Application for Federal Assistance
- Program narrative
- Budget and budget narrative
- Signed statements of the governing body and Policy Council chairs and minutes documenting each group's participation in the development and approval of the application

As always, grantees encountering one-time needs, especially related to health and safety concerns, should contact their Regional Office throughout the year.

Please direct any questions regarding this PI to your Regional Office.

Thank you for the work you do on behalf of children and families.

/ Blanca Enriquez /

Blanca Enriquez  
Director  
Office of Head Start

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<https://eclkc.ohs.acf.hhs.gov> | 1-866-763-6481 | [Contact Us](#)

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U.S. OFFICE OF PERSONNEL MANAGEMENT

PAY & LEAVE SALARIES & WAGES

# Salary Table No. 2014-EX

Rates of Basic Pay for the Executive Schedule (EX)

## Effective January 2014

Level	Rate
Level I	\$201,700
Level II	\$181,500
Level III	\$167,000
Level IV	\$157,100
Level V	\$147,200

Note: Certain senior political officials may not receive a pay increase in 2014 or receive the 2014 established pay rates due to section 741 of title VII of division E of the Consolidated Appropriations Act, 2014 (Public Law 113-76, January 17, 2014). Section 741 freezes 2014 pay rates for the Vice President and certain senior political appointees at applicable 2013 levels from the first day of the first pay period that begins after January 17, 2014, through the end of the last pay period that begins in 2014 (January 26, 2014, through January 10, 2015, for those on the standard biweekly pay period cycle). However, the officially established and posted pay rates (or pay ranges) for 2014 are in effect and used for determining pay for other employees. See <http://chcoc.gov/transmittals/TransmittalDetails.aspx?TransmittalID=5952> for more information.