

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT

2016-2017 PAY SCHEDULE FOR CENTRAL OFFICE ADMINISTRATORS

	2015-2016	2016-2017
Deputy Superintendent	\$128,000	\$132,358
Assistant Superintendent for Finance	\$108,941	\$113,299
Administrator for Support Services	\$104,083	\$108,441
Public Relations & Marketing Coordinator	\$71,432	\$75,790

Disclaimer: Salary schedules may be reproduced for illustrative purposes; however, in the event of a discrepancy or error, only the official salary schedule as adopted by the board of directors and filed as the official minutes of board action shall be used for computation of salaries. Employees shall be paid a prorated salary based upon the actual number of days remaining on the official school calendar in the event the employee does not work the total number of days according to the official calendar. State and local increments may be subject to change by legislative or board action; weighted allotments are subject to change as approved by the board of directors. The board of directors retains the right to set the compensation plan for the district according to their sole discretion.

Board Approved May 24, 2016

**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
2016-2017 Professional Personnel
Salary Schedule**

Step	Annual Salary B.A. Teacher for 187 Days	Annual Salary M.A. Teacher for 187 days	Annual Salary M.A. Librarian for 202 days 1.05 Weight	Annual Salary M.A. Lead Lib. for 220 days 1.16 Weight	Annual Salary Couns. Diag. for 202 days 1.10 Weight	Annual Salary Asst. Prin. for 202 days 1.16 weight	Annual Salary Principal for 226 days 1.28 weight
0	\$44,833	\$46,212	\$52,373	\$ 63,017	\$54,868	\$57,861	\$71,405
1	\$45,403	\$46,782	\$53,020	\$ 63,795	\$55,546	\$58,575	\$72,287
2	\$45,983	\$47,362	\$53,678	\$ 64,586	\$56,235	\$59,302	\$73,184
3	\$46,573	\$47,952	\$54,347	\$ 65,391	\$56,936	\$60,041	\$74,097
4	\$47,163	\$48,542	\$55,016	\$ 66,200	\$57,645	\$60,761	\$75,019
5	\$47,753	\$49,132	\$55,685	\$ 67,008	\$58,359	\$61,430	\$75,951
6	\$48,343	\$49,722	\$56,354	\$ 67,776	\$59,073	\$62,099	\$76,883
7	\$48,933	\$50,312	\$57,023	\$ 68,544	\$59,787	\$62,768	\$77,815
8	\$49,523	\$50,902	\$57,692	\$ 69,312	\$60,501	\$63,437	\$78,747
9	\$50,113	\$51,492	\$58,361	\$ 70,080	\$61,215	\$64,106	\$79,679
10	\$50,703	\$52,082	\$59,030	\$ 70,848	\$61,929	\$64,775	\$80,611
11	\$51,293	\$52,672	\$59,699	\$ 71,616	\$62,643	\$65,444	\$81,543
12	\$51,883	\$53,262	\$60,368	\$ 72,384	\$63,357	\$66,113	\$82,475
13	\$52,473	\$53,852	\$61,037	\$ 73,152	\$64,071	\$66,782	\$83,407
14	\$53,063	\$54,442	\$61,706	\$ 73,920	\$64,785	\$67,451	\$84,339
15	\$53,653	\$55,032	\$62,375	\$ 74,688	\$65,499	\$68,120	\$85,271
16	\$54,243	\$55,622	\$63,044	\$ 75,456	\$66,213	\$68,789	\$86,203
17	\$54,833	\$56,212	\$63,713	\$ 76,224	\$66,927	\$69,458	\$87,135
18	\$55,423	\$56,802	\$64,382	\$ 76,992	\$67,641	\$70,127	\$88,067
19	\$56,013	\$57,392	\$65,051	\$ 77,760	\$68,355	\$70,796	\$88,999
20	\$56,603	\$57,982	\$65,720	\$ 78,528	\$69,069	\$71,465	\$89,931
21-23	\$57,193	\$58,572	\$66,389	\$ 79,296	\$69,783	\$72,134	\$90,863
24-26	\$57,783	\$59,162	\$67,058	\$ 80,064	\$70,497	\$72,803	\$91,795
27+	\$58,373	\$59,752	\$67,727	\$ 80,832	\$71,211	\$73,472	\$92,727

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**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
2016-2017 Para Professional Personnel
Salary Schedule**

STEP	PAYGRADE I	PAYGRADE II	PAYGRADE III	PAYGRADE IV	PAYGRADE V
0	\$115.05	-	-	-	-
1	\$117.16	\$146.65	\$180.82	\$217.66	\$278.88
2	\$119.34	\$150.23	\$184.51	\$223.87	\$286.35
3	\$121.60	\$153.96	\$188.31	\$230.33	\$294.06
4	\$123.93	\$157.83	\$192.22	\$237.06	\$301.99
5	\$126.35	\$161.86	\$196.25	\$244.05	\$310.16
6	\$128.85	\$166.05	\$200.41	\$251.32	\$318.58
7	\$131.44	\$170.41	\$204.68	\$258.88	\$327.25
8	\$134.12	\$174.94	\$209.09	\$266.75	\$336.18
9	\$136.90	\$179.65	\$213.63	\$274.92	\$345.38
10	\$139.77	\$184.55	\$218.30	\$283.43	\$354.85
11	\$142.74	\$189.65	\$223.11	\$292.28	\$364.61
12-13	\$145.82	\$194.95	\$233.03	\$301.48	\$374.66
14-15	\$149.00	\$200.47	\$238.29	\$311.04	\$385.01
16-17	\$152.30	\$206.20	\$243.70	\$323.67	\$395.67
		COLLEGE INCENTIVE PLAN			
	Carnegie Credits	Monthly Incentive	Daily Rate		
	30-59 hrs.	\$70.00	3.74		
	60-89 hrs.	\$140.00	7.49		
	90 + hrs.	\$210.00	11.23		
	B.A. Degree.	\$280.00	14.98		

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SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
 2016-2017 Support Services Personnel
 Salary Schedule

STEP	Pay Grade I	Pay Grade II	Pay Grade III	Pay Grade IV
0	\$115.11	\$155.23	\$203.21	\$294.41
1	\$118.12	\$158.50	\$207.86	\$304.41
2	\$121.27	\$161.77	\$212.51	\$314.41
3	\$124.56	\$165.13	\$217.30	\$324.41
4	\$128.00	\$168.59	\$222.23	\$334.41
5	\$131.60	\$172.16	\$227.31	\$344.41
6	\$134.94	\$175.83	\$232.54	\$354.41
7	\$138.41	\$179.61		
8	\$142.02	\$183.51		
9	\$145.78	\$187.53		
10	\$149.68	\$191.66		
11	\$153.74	\$195.92		

COLLEGE INCENTIVE PLAN

Carnegie Credits	Monthly Incentive
30-59 hrs.	\$70.00
60-89 hrs.	\$140.00
90 + hrs.	\$210.00
B.A. Degree	\$280.00

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SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
2016-2017 Hourly Employees
Salary Schedule

	Cafeteria &	
Step	Maintenance	Bus Driver
0	11.46	12.47
1	11.64	12.68
2	11.83	12.90
3	12.03	13.13
4	12.13	13.36
5	12.23	13.49
6	12.33	13.61
7	12.44	13.73
8	12.54	13.86
9	12.65	13.99
10	12.76	14.12
11	12.87	14.25
12	12.99	14.38
13	13.10	14.52
14	13.22	14.66
15	13.34	14.80
16	13.46	14.94
17	13.58	15.08
18	13.71	15.23
19	13.84	15.38
20	13.97	15.53

COLLEGE INCENTIVE PLAN

Carnegie Credits	Monthly Incentive
30-59 hrs.	\$70.00
60-89 hrs.	\$140.00
90 + hrs.	\$210.00
B.A. Degree	\$280.00

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Bus monitors are paid \$ 9.76 per hour at all levels of experience, all hours are overtime
 Bus monitors/drivers with CDL are paid \$ 10.69 per hour at all levels of experience, all hours are overtime
 Average three hours of overtime per day for 180 days of bus monitoring/driving
 Custodians that work the 11:00 PM to 7:30 AM shift will receive an additional \$ 2.00 per hour
 Night custodians do not work overtime
 Cafeteria workers work approximately 1600 hours a year

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