

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT

2013-2014 PAY SCHEDULE FOR CENTRAL OFFICE ADMINISTRATORS

				2012-2013	2012-2013
Deputy Superintendent				\$104,000	\$106,500
Assistant Superintendent for Finance				\$99,200	\$101,700
Administrator for Support Services				\$94,342	\$96,842

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Board Approved May 28, 2013

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
2013-2014 Professional Personnel
Compensation 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. Librarian 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 1.26 weight
0	\$41,600	\$42,900	\$48,658	\$58,546	\$50,975	\$53,756	\$65,327
1	\$42,170	\$43,470	\$49,305	\$59,324	\$51,653	\$54,470	\$66,195
2	\$42,750	\$44,050	\$49,963	\$60,115	\$52,342	\$55,197	\$67,078
3	\$43,340	\$44,640	\$50,632	\$60,920	\$53,043	\$55,936	\$67,977
4	\$44,580	\$45,880	\$52,038	\$62,613	\$54,516	\$57,490	\$69,865
5	\$45,820	\$47,120	\$53,445	\$64,305	\$55,990	\$59,044	\$71,753
6	\$47,060	\$48,360	\$54,851	\$65,997	\$57,463	\$60,597	\$73,642
7	\$48,210	\$49,510	\$56,155	\$67,567	\$58,830	\$62,038	\$75,393
8	\$49,300	\$50,600	\$57,392	\$69,054	\$60,125	\$63,404	\$77,053
9	\$50,330	\$51,630	\$58,560	\$70,460	\$61,349	\$64,695	\$78,621
10	\$51,300	\$52,600	\$59,660	\$71,784	\$62,501	\$65,910	\$80,098
11	\$52,220	\$53,520	\$60,704	\$73,039	\$63,594	\$67,063	\$81,499
12	\$53,100	\$54,400	\$61,702	\$74,240	\$64,640	\$68,166	\$82,839
13	\$53,910	\$55,210	\$62,621	\$75,345	\$65,602	\$69,181	\$84,073
14	\$54,690	\$55,990	\$63,505	\$76,410	\$66,529	\$70,158	\$85,260
15	\$55,420	\$56,720	\$64,333	\$77,406	\$67,397	\$71,073	\$86,372
16	\$56,120	\$57,420	\$65,127	\$78,361	\$68,228	\$71,950	\$87,438
17	\$56,770	\$58,070	\$65,864	\$79,248	\$69,001	\$72,765	\$88,428
18	\$57,390	\$58,690	\$66,568	\$80,095	\$69,738	\$73,541	\$89,372
19	\$57,980	\$59,280	\$67,237	\$80,900	\$70,439	\$74,281	\$90,270
20	\$58,530	\$59,830	\$67,861	\$81,650	\$71,092	\$74,970	\$91,108
21-23	\$59,530	\$60,830	\$68,995	\$83,015	\$72,280	\$76,223	\$92,631
24-26	\$60,530	\$61,830	\$70,129	\$84,380	\$73,469	\$77,476	\$94,154
27+	\$61,530	\$62,830					

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2013-2014 PARAPROFESSIONAL COMPENSATION SCHEDULE

PARAPROFESSIONAL DAILY RATE

	PAYGRADE I	PAYGRADE II	PAYGRADE III	PAYGRADE IV	PAYGRADE V
STEP 0	\$107.40				
STEP 1	\$109.51	\$136.74	\$168.93	\$202.58	\$259.84
STEP 2	\$111.69	\$140.32	\$172.62	\$208.79	\$267.31
STEP 3	\$113.95	\$144.05	\$176.42	\$215.25	\$275.02
STEP 4	\$116.28	\$147.92	\$180.33	\$221.98	\$282.95
STEP 5	\$118.70	\$151.95	\$184.36	\$228.97	\$291.12
STEP 6	\$121.20	\$156.14	\$188.52	\$236.24	\$299.54
STEP 7	\$123.79	\$160.50	\$192.79	\$243.80	\$308.21
STEP 8	\$126.47	\$165.03	\$197.20	\$251.67	\$317.14
STEP 9	\$129.25	\$169.74	\$201.74	\$259.84	\$326.34
STEP 10	\$132.12	\$174.64	\$206.41	\$268.35	\$335.81
STEP 11	\$135.09	\$179.74	\$211.22	\$277.20	\$345.57
STEP 12-13	\$138.17	\$185.04	\$221.14	\$286.40	\$355.62
STEP 14-15	\$141.35	\$190.56	\$226.40	\$295.96	\$365.97
STEP 16-17	\$144.65	\$196.29	\$231.81	\$308.59	\$376.63

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

2013-2014 HOURLY EMPLOYEES COMPENSATION SCHEDULE

Rate schedule for hourly employees

Step	Cafeteria & Maintenance	Bus Driver	Cafeteria Supervisors
0	10.72	11.65	11.62
1	10.90	11.86	11.93
2	11.09	12.08	12.24
3	11.29	12.31	12.59
4	11.39	12.54	12.92
5	11.49	12.67	13.25
6	11.59	12.79	13.58
7	11.70	12.91	13.94
8	11.80	13.04	14.30
9	11.91	13.17	14.67
10	12.02	13.30	15.07
11	12.13	13.43	15.47
12	12.25	13.56	15.90
13	12.36	13.70	16.35
14	12.48	13.84	16.80
15	12.60	13.98	17.25
16	12.72	14.12	
17	12.84	14.26	
18	12.97	14.41	
19	13.10	14.56	
20	13.23	14.71	

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

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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SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT

2013-2014 SALARY SUPPORT SERVICES PERSONNEL COMPENSATION SCHEDULE

SALARY SUPPORT SERVICES PERSONNEL DAILY RATE

STEP	Pay Grade I	Pay Grade II	Pay Grade III	Pay Grade IV
0	\$107.33	\$145.86	\$190.67	\$275.70
1	\$110.34	\$149.13	\$195.32	\$285.70
2	\$113.49	\$152.40	\$199.97	\$295.70
3	\$116.78	\$155.76	\$204.76	\$305.70
4	\$120.22	\$159.22	\$209.69	\$315.70
5	\$123.82	\$162.79	\$214.77	\$325.70
6	\$127.16	\$166.46	\$220.00	\$335.70
7	\$130.63	\$170.24		
8	\$134.24	\$174.14		
9	\$138.00	\$178.16		
10	\$141.90	\$182.29		
11	\$145.96	\$186.55		

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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