

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT

2015-2016 PAY SCHEDULE FOR CENTRAL OFFICE ADMINISTRATORS

				2014-2015	2015-2016
Deputy Superintendent				\$109,551	\$128,000
Assistant Superintendent for Finance				\$104,751	\$108,941
Administrator for Support Services				\$99,893	\$104,083
Public Relations & Marketing Coordinator				\$67,242	\$71,432

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 June 23, 2015

**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
2015-2016 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	\$43,745	\$45,098	\$51,110	\$ 61,497	\$53,544	\$56,465	\$69,683
1	\$44,315	\$45,668	\$51,757	\$ 62,275	\$54,222	\$57,179	\$70,565
2	\$44,895	\$46,248	\$52,415	\$ 63,066	\$54,911	\$57,906	\$71,462
3	\$45,485	\$46,838	\$53,084	\$ 63,871	\$55,612	\$58,645	\$72,375
4	\$46,725	\$48,078	\$54,490	\$ 65,564	\$57,085	\$60,199	\$74,293
5	\$47,965	\$49,318	\$55,897	\$ 67,256	\$58,559	\$61,753	\$76,211
6	\$49,205	\$50,558	\$57,303	\$ 68,948	\$60,032	\$63,306	\$78,130
7	\$50,355	\$51,708	\$58,607	\$ 70,518	\$61,399	\$64,747	\$79,909
8	\$51,445	\$52,798	\$59,844	\$ 72,005	\$62,694	\$66,113	\$81,595
9	\$52,475	\$53,828	\$61,012	\$ 73,411	\$63,918	\$67,404	\$83,188
10	\$53,445	\$54,798	\$62,112	\$ 74,735	\$65,070	\$68,619	\$84,688
11	\$54,365	\$55,718	\$63,156	\$ 75,990	\$66,163	\$69,772	\$86,112
12	\$55,245	\$56,598	\$64,154	\$ 77,191	\$67,209	\$70,875	\$87,473
13	\$56,055	\$57,408	\$65,073	\$ 78,296	\$68,171	\$71,890	\$88,726
14	\$56,835	\$58,188	\$65,957	\$ 79,361	\$69,098	\$72,867	\$89,932
15	\$57,565	\$58,918	\$66,785	\$ 80,357	\$69,966	\$73,782	\$91,062
16	\$58,265	\$59,618	\$67,579	\$ 81,312	\$70,797	\$74,659	\$92,145
17	\$58,915	\$60,268	\$68,316	\$ 82,199	\$71,570	\$75,474	\$93,150
18	\$59,535	\$60,888	\$69,020	\$ 83,046	\$72,307	\$76,250	\$94,109
19	\$60,125	\$61,478	\$69,689	\$ 83,851	\$73,008	\$76,990	\$95,022
20	\$60,675	\$62,028	\$70,313	\$ 84,601	\$73,661	\$77,679	\$95,873
21-23	\$61,675	\$63,028	\$71,447	\$ 85,966	\$74,849	\$78,932	\$97,420
24-26	\$62,675	\$64,028	\$72,581	\$ 87,331	\$76,038	\$80,185	\$98,967
27+	\$63,675	\$65,028					

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. Salaries 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 June 23, 2015

**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
2015-2016 Para Professional Personnel
Salary Schedule**

STEP	PAYGRADE I	PAYGRADE II	PAYGRADE III	PAYGRADE IV	PAYGRADE V
0	\$112.42	-	-	-	-
1	\$114.53	\$143.22	\$176.72	\$212.43	\$272.29
2	\$116.71	\$146.80	\$180.41	\$218.64	\$279.76
3	\$118.97	\$150.53	\$184.21	\$225.10	\$287.47
4	\$121.30	\$154.40	\$188.12	\$231.83	\$295.40
5	\$123.72	\$158.43	\$192.15	\$238.82	\$303.57
6	\$126.22	\$162.62	\$196.31	\$246.09	\$311.99
7	\$128.81	\$166.98	\$200.58	\$253.65	\$320.66
8	\$131.49	\$171.51	\$204.99	\$261.52	\$329.59
9	\$134.27	\$176.22	\$209.53	\$269.69	\$338.79
10	\$137.14	\$181.12	\$214.20	\$278.20	\$348.26
11	\$140.11	\$186.22	\$219.01	\$287.05	\$358.02
12-13	\$143.19	\$191.52	\$228.93	\$296.25	\$368.07
14-15	\$146.37	\$197.04	\$234.19	\$305.81	\$378.42
16-17	\$149.67	\$202.77	\$239.60	\$318.44	\$389.08
		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		

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 June 23, 2015

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
 2015-2016 Support Services Personnel
 Salary Schedule

STEP	Pay Grade I	Pay Grade II	Pay Grade III	Pay Grade IV
0	\$112.46	\$151.78	\$198.95	\$288.05
1	\$115.47	\$155.05	\$203.60	\$298.05
2	\$118.62	\$158.32	\$208.25	\$308.05
3	\$121.91	\$161.68	\$213.04	\$318.05
4	\$125.35	\$165.14	\$217.97	\$328.05
5	\$128.95	\$168.71	\$223.05	\$338.05
6	\$132.29	\$172.38	\$228.28	\$348.05
7	\$135.76	\$176.16		
8	\$139.37	\$180.06		
9	\$143.13	\$184.08		
10	\$147.03	\$188.21		
11	\$151.09	\$192.47		

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

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 June 23, 2015

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT
2015-2016 Hourly Employees
Salary Schedule

	Cafeteria &	
Step	Maintenance	Bus Driver
0	11.21	12.19
1	11.39	12.40
2	11.58	12.62
3	11.78	12.85
4	11.88	13.08
5	11.98	13.21
6	12.08	13.33
7	12.19	13.45
8	12.29	13.58
9	12.40	13.71
10	12.51	13.84
11	12.62	13.97
12	12.74	14.10
13	12.85	14.24
14	12.97	14.38
15	13.09	14.52
16	13.21	14.66
17	13.33	14.80
18	13.46	14.95
19	13.59	15.10
20	13.72	15.25

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

Board Approved June 23, 2015

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

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