

**2013–14 Administrative Professional Compensation Plan  
Anthony ISD**

**Pay Grade 1**

Daily	Minimum	Midpoint	Maximum
226	\$188.62 42,628	\$227.25 51,359	\$265.88 60,089
Child Nutrition Program Director			

**Pay Grade 2**

Daily	Minimum	Midpoint	Maximum
191	\$218.80 <b>\$41,791</b>	\$263.61 <b>\$50,350</b>	\$308.42 <b>\$58,908</b>
226	49,449	59,576	69,703
Accountant	Nurse (RN)	Speech Language Pathology Assistant	

**Pay Grade 3**

Daily	Minimum	Midpoint	Maximum
202	\$265.72 53,675	\$316.33 63,899	\$366.94 74,122
Counselor, Elementary School Math Specialist		Counselor, Middle School or High School Science Specialist	

**Pay Grade 4**

Daily	Minimum	Midpoint	Maximum
187	\$290.39 54,303	\$341.64 63,887	\$392.89 73,470
226	65,628	77,211	88,793
Asst Principal, MS/HS			Diagnostician

**Pay Grade 5**

Daily	Minimum	Midpoint	Maximum
226	\$321.00 72,546	\$368.97 83,387	\$416.94 94,228
Special Education / Special Programs Director			

**Pay Grade 6**

Daily	Minimum	Midpoint	Maximum
226	\$350.67 79,251	\$398.49 90,059	\$446.31 100,866
Elementary Principal			Finance Director

**Pay Grade 7**

Daily	Minimum	Midpoint	Maximum
226	\$398.09 89,968	\$442.32 99,964	\$486.55 109,960
Principal, HS/MS			

**Approval for the attached Pay Schedule as presented at the June 19, 2013 Board of Trustees meeting.**

Approved on June 19, 2013

Christine Singh, Board President

Mary R. Jones, Board Secretary

Ronald Haugen, Superintendent

Signed on August 23, 2013

*Christine Singh*  
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*Mary R. Jones*  
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*Ronald Haugen*  
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**2013-14 Auxiliary Compensation Plan  
Anthony ISD**

**Pay Grade 1**

Hourly	Minimum	Midpoint	Maximum
	\$9.22	\$11.11	\$13.00
185	13,646	16,443	19,240
260	19,178	23,109	27,040
Custodian		Food Service Worker	
Custodian - Part-Time		Part Time Food Svc Worker Elem	
Food Service Helper		Part Time Food Svc Worker Hs	

**Pay Grade 2**

Hourly	Minimum	Midpoint	Maximum
	\$10.42	\$12.55	\$14.68
185	15,422	18,574	21,726
187	15,588	18,775	21,961
189	15,755	18,976	22,196
260	21,674	26,104	30,534
Food Svc Elem Cook		Food Svc Secondary Cook	
Food Svc Lead Baker		Maintenance - Groundskeeper	
Food Svc Lead Cook		Maintenance Helper	

**Pay Grade 3**

Hourly	Minimum	Midpoint	Maximum
	\$11.56	\$13.93	\$16.30
260	24,045	28,974	33,904
General Maintenance Worker			

**Pay Grade 4**

Hourly	Minimum	Midpoint	Maximum
	\$12.84	\$15.46	\$18.08
187	19,209	23,128	27,048
260	26,707	32,157	37,606
Bus Driver		Lead Custodian	
Bus Driver Part-Time			

**Pay Grade 5**

Hourly	Minimum	Midpoint	Maximum
	\$13.98	\$16.85	\$19.72
260	29,078	35,048	41,018
Food Service Manager, Elementary School			

**Pay Grade 6**

Hourly	Minimum	Midpoint	Maximum
	\$15.42	\$18.36	\$21.30
260	32,074	38,189	44,304
Lead Mechanic	Maintenance - HVAC	Food Service Manager, High School	

**Pay Grade 7**

Hourly	Minimum	Midpoint	Maximum
260	\$17.89	\$21.30	\$24.71
HVAC Mechanic		Electrician	

**Pay Grade 8**

Hourly	Minimum	Midpoint	Maximum
260	\$21.73	\$25.56	\$29.39
Maintenance Manager		Transportation Manager	

**Approval for the attached Pay Schedule as presented at the June 19, 2013 Board of Trustees meeting.**

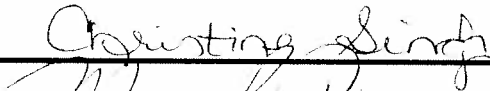
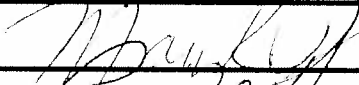
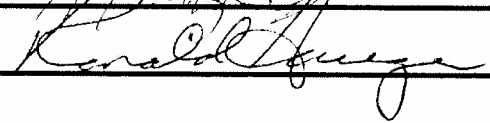
Approved on June 19, 2013

Christine Singh, Board President

Mary R. Jones, Board Secretary

Ronald Haugen, Superintendent

Signed on August 23, 2013

  
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**Anthony ISD**  
**2013–14 New Hire Guide for**  
**Classroom Teachers, Librarians, and Nurses (RN)**

<b>Years Experience</b>	<b>New Hire Salary</b>
0	\$45,500
1	\$45,600
2	\$45,750
3	\$45,950
4	\$46,250
5	\$46,550
6	\$46,850
7	\$47,150
8	\$47,450
9	\$47,950
10	\$48,850
11	\$49,790
12	\$50,770
13	\$51,720
14	\$52,650
15	\$53,520
16	\$54,330
17	\$55,110
18	\$55,840
19	\$56,530
20	\$57,180
21	\$57,790
22	\$58,390
23	\$58,940
24	\$59,350
25+	\$59,950

Salaries listed above are based on 10-month employment.

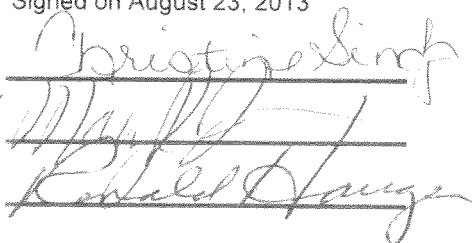
Master's Degree Stipend:  
 \$1,000

This salary plan is for the 2013-14 school year only and is used only as a guide for placement of new hires during the year specified.

Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.

**Approval for the above Teacher Pay Schedule as presented at the June 19, 2013 Board of Trustees meeting.**

Approved on June 19, 2013  
 Christine Singh, Board President  
 Mary R. Jones, Board Secretary  
 Ronald Haugen, Superintendent

Signed on August 23, 2013  


**2013-14 Clerical Paraprofessional Compensation Plan  
Anthony ISD**

**Pay Grade 1**

Hourly	Minimum	Midpoint	Maximum
	\$10.35	\$12.63	\$14.90
226	18,713	22,826	26,939
Campus Receptionist		Data Entry Clerk	

**Pay Grade 2**

Hourly	Minimum	Midpoint	Maximum
	\$11.18	\$13.64	\$16.10
187	16,725	20,405	24,086
Pre-K Aide Paraprofessional - Aide Library		Teacher Aide PE Aide	

**Pay Grade 3**

Hourly	Minimum	Midpoint	Maximum
	\$12.19	\$14.87	\$17.55
187	18,236	22,246	26,255
Bilingual Aide Special Education Aide		ISS Aide Parent Liaison	

**Pay Grade 4**

Hourly	Minimum	Midpoint	Maximum
	\$14.57	\$17.55	\$20.53
226	26,343	31,730	37,118
Parent Involvement Coordinator			

**Pay Grade 5**

Hourly	Minimum	Midpoint	Maximum
	\$16.22	\$19.31	\$22.40
226	29,326	34,912	40,499
Campus Secretary		Department Secretary	

**Pay Grade 6**

Hourly	Minimum	Midpoint	Maximum
	\$18.06	\$21.24	\$24.42
192	27,740	32,625	37,509
226	32,652	38,402	44,151
AP - AR Specialist HR Payroll Specialist		Licensed Voc. Nurse (LVN)	

**Pay Grade 7**

Hourly	Minimum	Midpoint	Maximum
	\$23.17	\$26.33	\$29.49
226	41,891	47,605	53,318
Board / Superintendent Secretary			

**Approval for the attached Pay Schedule as presented at the June 19, 2013 Board of Trustees meeting.**

Approved on June 19, 2013

Christine Singh, Board President

Mary R. Jones, Board Secretary

Ronald Haugen, Superintendent

Signed on August 23, 2013

*Christine Singh*  
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*Mary R. Jones*  
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*Ronald Haugen*  
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**Anthony Independent School District  
2013 - 2014 Holiday/Vacation Schedule**

Non-exempt [as defined under the Fair Labor Standards Act] employees working a 260 day calendar are eligible for five [5] paid Vacation days and ten [10] paid Holidays. Employees working 188 calendar days are eligible for four [4] Vacation Days and zero [0] Holidays. Employees working less than 188 calendar days and Substitute employees are not eligible for Vacation or Holiday pay.

**VACATION DAYS**

<u>Employee Category</u>	<u>Contract Days</u>	<u># of Vacation Days</u>	<u># of Holidays</u>
Part Time Bus Drivers	188 **	4 [8 hr. days]	0
Mechanic	260	5	10
Part-time Bus Drivers w/o benefits	Varies	0	0
Maintenance & Custodial	260	5	10
Cafeteria Employees	Full Time	4 [8 hr. days]	0
Part Time Cafeteria	Part Time **	4 [8 hr. days]	0

\*\* Part time is defined as those employees working more than 4 hours per day on a regular basis.

***Vacation days will be set to coincide with other scheduled Holidays so that all employees are off during the same time.***

**HOLIDAYS SCHEDULE**

Holiday Schedule impacts 260 Day employees ONLY:

<u>Date</u>	<u>Holiday</u>
Monday, September 2, 2013	Labor day
Thursday, November 28, 2013	Thanksgiving
Friday November 29, 2013	Thanksgiving Weekend
Wednesday, December 25, 2013	Christmas
Wednesday, January 1, 2014	New Year's
Monday, January 20, 2014	Martin Luther King Day
Monday, February 17, 2014	President's Day
Friday, April 18, 2014	Spring Holiday
Monday, May 26, 2014	Memorial day
Friday, July 4, 2014	Independence Day

APPROVED: Christine Singh 8/21/2013  
Christine Singh, Board President Date

APPROVED: Mary R. Jones 8/21/2013  
Mary R. Jones, Board Secretary Date

APPROVED: Ronald Haugen 8/21/2013  
Ronald Haugen, Superintendent Date

**2013–14 Information Technology Compensation Plan  
Anthony ISD**

**Pay Grade 1**

Daily	Minimum	Midpoint	Maximum
226	\$120.09	\$146.45	\$172.81
	27,140	33,098	39,055
Computer Technician Assistant			

**Pay Grade 2**

Daily	Minimum	Midpoint	Maximum
226	\$146.51	\$178.67	\$210.83
	33,111	40,379	47,648
Computer Technician			

**Pay Grade 3**

Daily	Minimum	Midpoint	Maximum
226	\$183.14	\$223.34	\$263.54
	41,390	50,475	59,560
Network Technician			

**Pay Grade 4**

Daily	Minimum	Midpoint	Maximum
226	\$206.36	\$245.67	\$284.98
	46,637	55,521	64,405
Network Administrator			

**Approval for the attached Pay Schedule as presented at the June 19, 2013 Board of Trustees meeting.**

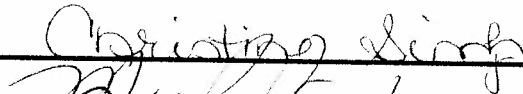
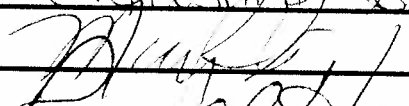
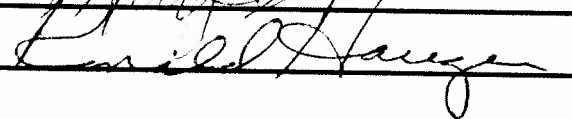
Approved on June 19, 2013

Christine Singh, Board President

Mary R. Jones, Board Secretary

Ronald Haugen, Superintendent

Signed on August 23, 2013

**ANTHONY INDEPENDENT SCHOOL DISTRICT**

**2013-2014 Pay Schedule**

<u>Position</u>		<u>2013-2014</u> <u>Salary</u>
Gate receipts/ticket taker	*	\$ 10.00
Athletic game help/books	*	\$ 10.00
Hourly coaching staff	*	\$ 13.00

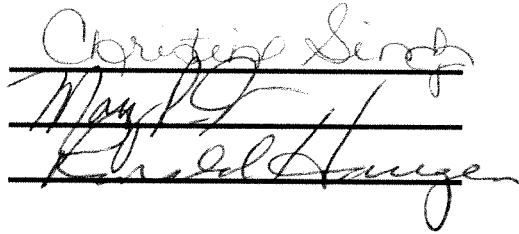
\*For employees that do not have hourly pay rates established by TASB Salary Study

Approved on August 21, 2013

Christine Singh, Board President

Mary R. Jones, Board Secretary

Ronald Haugen, Superintendent





**Anthony Independent School District  
Substitute Pay Schedule  
FY 2013 - 2014**

	<u>Per Day</u>	<u>Half Day</u>	<u>Long Term Rate</u>
Non-degreed 12 hours or more college credit hours	\$ 60.00	\$ 30.00	\$ 70.00
Degreed	\$ 70.00	\$ 35.00	\$ 80.00
Degreed and Certified	\$ 80.00	\$ 40.00	\$ 125.00

\* Long-term rate applicable on the 11th consecutive day for Non-degreed, Degreed, and Certified Teacher

Approved on August 21, 2013

Christine Singh, Board President



Mary R. Jones, Board Secretary



Ronald Haugen, Superintendent



**ANTHONY INDEPENDENT SCHOOL DISTRICT  
2013-2014 ACADEMIC TUTOR PAY RATE SCHEDULE**

**PART TIME ACADEMIC TUTOR PAY RATES**

Certified Teacher	\$ 22.00 per hour
90+ College hours	\$ 20.00 per hour
Tutor - Current AISD Teacher	\$ 22.50 per hour
Less than 90 college hours	\$ 15.00 per hour
Summer Program Certified Teacher	\$ 27.00 per hour

Approved on August 21, 2013

Christine Singh, Board President

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Ronald Haugen, Superintendent

