

**2014–15 Administrative Professional Compensation Plan
Anthony ISD**

Pay Grade 1

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

Pay Grade 2

Daily	Minimum	Midpoint	Maximum
	\$218.80	\$263.61	\$308.42
226	49,449	59,576	69,703
(vacant)			

Pay Grade 3

Daily	Minimum	Midpoint	Maximum
	\$265.72	\$316.33	\$366.94
202	53,675	63,899	74,122
Math Specialist		Science Specialist	

Pay Grade 4

Daily	Minimum	Midpoint	Maximum
	\$290.39	\$341.64	\$392.89
187-50%/ 20-100%	32,960	38,777	44,593
187	65,628	77,211	88,793
Part Time District Testing Coordinator		Diagnostician	

Pay Grade 5

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

Pay Grade 6

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

Pay Grade 7

Daily	Minimum	Midpoint	Maximum
	\$398.09	\$442.32	\$486.55
226	89,968	99,964	109,960
High School Principal/Assistant Superintendent			

**2014-15 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			

Pay Grade 2

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

Pay Grade 3

Hourly	Minimum	Midpoint	Maximum
	\$12.19	\$14.87	\$17.55
187	18,236	22,246	26,255
Paraprofessional - Aide			

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			

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		Licensed Voc. Nurse (LVN)	
HR Payroll Specialist			

Pay Grade 7

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

**2014-15 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			

Pay Grade 3

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

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
(vacant)			

Pay Grade 6

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

Pay Grade 7

	Minimum	Midpoint	Maximum
Hourly	\$17.89	\$21.30	\$24.71
260	37,211	44,304	51,397
HVAC Mechanic			

Pay Grade 8

	Minimum	Midpoint	Maximum
Hourly	\$21.73	\$25.56	\$29.39
260	45,198	53,165	61,131
Maintenance Manager			Transportation Manager

**2014-15 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
(vacant)			

Pay Grade 3

Daily	Minimum	Midpoint	Maximum
226	\$183.14	\$223.34	\$263.54
	41,390	50,475	59,560
(vacant)			

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 July 16, 2014 Board of Trustees meeting

Approved on July 16, 2014

Christine Singh, Board President

Martin Lerma, Board Secretary

Dr. Steven Saldivar, Superintendent

Christine Singh

Martin Lerma

Dr. Steven Saldivar

Anthony Independent School District 2014 - 2015 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.

HOLIDAY SCHEDULE

Holiday Schedule impacts 260 Day employees ONLY:

<u>Date</u>	<u>Holiday</u>
Monday, September 1, 2014	Labor day
Thursday, November 27, 2014	Thanksgiving
Friday November 28, 2014	Thanksgiving Weekend
Thursday, December 25, 2014	Christmas
Thursday, January 1, 2015	New Year's
Monday, January 19, 2015	Martin Luther King Day
Monday, February 16, 2015	President's Day
Friday, April 3, 2015	Spring Holiday
Monday, May 25, 2015	Memorial Day
Friday, July 3, 2014	Independence Day

APPROVED:



 Christine Singh, Board President 7/16/2014
 Date

APPROVED:



 Martin Loma, Board Secretary 7/16/2014
 Date

APPROVED:



 Dr. Steven Saldivar, Superintendent 07/16/2014
 Date

ANTHONY INDEPENDENT SCHOOL DISTRICT
2014-2015 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 July 16, 2014

Christine Singh, Board President



Martin Lerma, Board Secretary



Dr. Steven Saldivar, Superintendent



**Anthony Independent School District
Substitute Pay Schedule
FY 2014 - 2015**

	<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.

Approved on July 16, 2014

Christine Singh, Board President

Christine Singh

Martin Lerma, Board Secretary

Martin Lerma

Dr. Steven Saldivar, Superintendent

Dr. Steven Saldivar

ANTHONY INDEPENDENT SCHOOL DISTRICT

2014-2015 Pay Schedule

<u>Position</u>		<u>2014-2015 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

Approved on July 16, 2014

Christine Singh, Board President

Martin Lerma, Board Secretary

Dr. Steven Saldivar, Superintendent






