

**2015-16 Administrative Professional Pay Ranges
Anthony ISD**

Pay Grade 1

Daily	Minimum	Midpoint	Maximum
226	\$188.62	\$227.25	\$265.88
	42,628	51,359	60,089
vacant			

Pay Grade 2

Daily	Minimum	Midpoint	Maximum
191	\$218.80	\$263.61	\$308.42
226	41,791	50,350	58,908
	49,449	59,576	69,703
Child Nutrition Program Director		Speech Language Pathology Assistant	

Pay Grade 3

Daily	Minimum	Midpoint	Maximum
202	\$265.72	\$316.33	\$366.94
217	53,675	63,899	74,122
	57,661	68,644	79,626
Counselor, Elementary School Math Specialist		Counselor, Middle School or High School Science Specialist	

Pay Grade 4

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

Pay Grade 5

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

Pay Grade 6

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

Pay Grade 7

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

Approval for the 2015-2016 Pay Schedule as presented at the July 22, 2015 Board of Trustees meeting.

Approved on July 22, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

**2015-16 Clerical Paraprofessional Pay Ranges
Anthony ISD**

Pay Grade 1

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

Pay Grade 2

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

Pay Grade 3

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

Pay Grade 4

Hourly	Minimum	Midpoint	Maximum
202	\$14.57	\$17.55	\$20.53
	23,545	28,361	33,176
Parent Involvement Coordinator			

Pay Grade 5

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

Pay Grade 6

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

Pay Grade 7

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

Approval for the 2015-2016 Pay Schedule as presented at the July 22, 2015 Board of Trustees meeting.

Approved on July 22, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

**2015–16 Auxiliary Pay Ranges
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 Custodian - Part-Time Food Service Helper		Food Service Worker Part Time Food Svc Worker Elem 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 Lead Baker Food Svc Lead Cook		Food Svc Secondary Cook Maintenance - Groundskeeper Maintenance Helper	

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 Bus Driver Part-Time		Lead Custodian	

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
226	27,879	33,195	38,510
260	32,074	38,189	44,304
Food Service Manager Lead Mechanic		Maintenance - HVAC	

Pay Grade 7

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

Pay Grade 8

Daily	Minimum	Midpoint	Maximum
	\$173.84	\$204.48	\$235.12
226	39,288	46,212	53,137
Maintenance Manager			Transportation Manager

Approval for the 2015-2016 Pay Schedule as presented at the July 22, 2015 Board of Trustees meeting.

Approved on July 22, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

Handwritten signatures of Christine Singh, Mary Jones, and Dr. Steven Saldivar over three horizontal lines.

**Anthony ISD
2015–2016 Salary Plan for
Classroom Teachers, Librarians, and Nurses (RN)**

Years Experience	Salary
0	\$45,500
1	\$46,050
2	\$46,600
3	\$46,700
4	\$46,850
5	\$47,050
6	\$47,350
7	\$47,650
8	\$47,950
9	\$48,250
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	\$60,040
25+	\$60,450

Salaries listed above are based on 10-month employment.

Master's Degree Stipend:
\$1,000

This salary plan is for the 2015-16 school year only
Future salaries or pay increases cannot be predicted from this schedule.

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
August 19, 2015 Board of Trustees meeting.**

Approved on August 19, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr Steven Saldivar, Superintendent

**2015–16 Information Technology Pay Ranges
Anthony ISD**

Pay Grade 1

Hourly	Minimum	Midpoint	Maximum
226	\$15.01	\$18.31	\$21.60
	27,138	33,104	39,053
Computer Technician Assistant			

Pay Grade 2

Hourly	Minimum	Midpoint	Maximum
226	\$18.31	\$22.33	\$26.36
	33,104	40,373	47,659
Computer technician			

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 2015-2016 Pay Schedule as presented at the July 22, 2015 Board of Trustees meeting.

Approved on July 22, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

Handwritten signatures of Christine Singh, Mary Jones, and Dr. Steven Saldivar over horizontal lines.

Anthony Independent School District 2015 - 2016 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 7, 2015	Labor Day
Thursday, November 26, 2015	Thanksgiving Day
Friday November 27, 2015	Thanksgiving Weekend
Friday, December 25, 2015	Christmas Day
Friday, January 1, 2016	New Year's Day
Monday, January 18, 2016	Martin Luther King Day
Monday, February 15, 2016	President's Day
Friday, March 25, 2016	Spring Holiday
Monday, May 30, 2016	Memorial Day
Monday, July 4, 2016	Independence Day

APPROVED:



Christine Singh, Board President 7/22/2015
Date

APPROVED:



Mary Jones, Board Secretary 7/22/2015
Date

APPROVED:



Dr. Steven Saldivar, Superintendent 7/22/2015
Date

**ANTHONY INDEPENDENT SCHOOL DISTRICT
2015-2016 ACADEMIC/TUTOR PAY RATE SCHEDULE**

PART TIME ACADEMIC TUTOR PAY RATES

Tutor – Less than 90 college hours	\$ 15.00 per hour
Tutor – 90+ college hours	\$ 20.00 per hour
Tutor – Certified Teacher	\$ 22.00 per hour
Tutor – Current AISD Teacher	\$ 22.50 per hour

ACADEMIC TEACHING PAY RATES

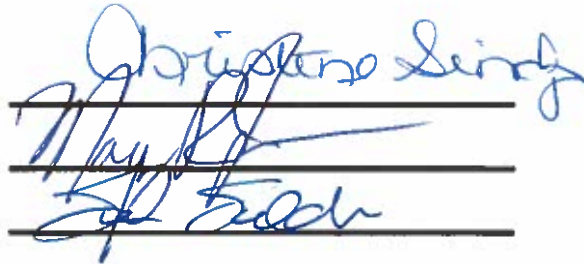
Summer Program Certified Teacher	\$ 27.00 per hour
Part Time Intervention Teacher	\$ 28.00 per hour

Approved on July 22, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent



Handwritten signatures of Christine Singh, Mary Jones, and Dr. Steven Saldivar over horizontal lines.

**Anthony Independent School District
Substitute Pay Schedule
FY 2015 - 2016**

	<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

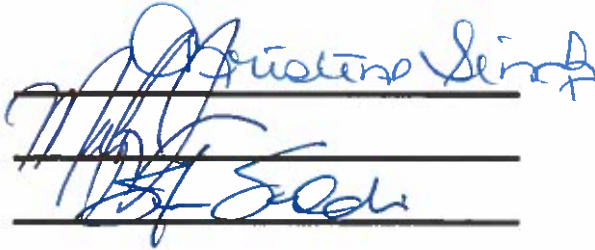
* Long-term rate applicable on the 11th consecutive day.

Approved on July 22, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent



Handwritten signatures in blue ink over three horizontal lines. The top signature is Christine Singh, the middle is Mary Jones, and the bottom is Dr. Steven Saldivar.

ANTHONY INDEPENDENT SCHOOL DISTRICT

**2015-2016 Miscellaneous
Pay Schedule**

<u>Position</u>		<u>Rate</u>
Gate receipts/ticket taker	*	\$ 10.00
Athletic game help/books	*	\$ 10.00
Hourly coaching staff	*	\$ 13.00
Hourly office staff	*	\$ 10.00

*For employees that do not have hourly pay rates

Approved on July 22, 2015

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

