

**2017-18 Administrative Professional Pay Ranges
Anthony ISD**

Pay Grade 1

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

Pay Grade 2

Daily	Minimum	Midpoint	Maximum
	\$218.80	\$263.61	\$308.42
202	44,198	53,249	62,301
226	49,449	59,576	69,703
Community/Family Engagement and Migrant Education Leader		Child Nutrition Program Director	

Pay Grade 3

Daily	Minimum	Midpoint	Maximum
	\$265.72	\$316.33	\$366.94
202	53,675	63,899	74,122
217	57,661	68,644	79,626
Counselor, Elementary School Instructional Specialist		Counselor, Secondary Schools	

Pay Grade 4

Daily	Minimum	Midpoint	Maximum
	\$290.39	\$341.64	\$392.89
187-50%/			
20-100%	32,960	38,777	44,593
197	57,207	67,303	77,399
202	58,659	69,011	79,364
226	65,628	77,211	88,793
Part Time District Testing Coordinator Speech Language Pathologist		Diagnostician Assistant Principal	

Pay Grade 5

Daily	Minimum	Midpoint	Maximum
	\$321.00	\$368.97	\$416.94
226	72,546	83,387	94,228
vacant			

Pay Grade 6

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

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			

Approval for the 2017-2018 Pay Schedule as presented at the July 12, 2017 Board of Trustees meeting.

Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent

**2017-18 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		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
Vacant			

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			

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Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent

**2017-18 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		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
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
Lead Custodian			

Pay Grade 5

Hourly	Minimum	Midpoint	Maximum
	\$13.98	\$16.85	\$19.72
260	29,078	35,048	41,018
Bus Driver		Bus Driver-Part Time	

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		Maintenance - HVAC	
Lead Mechanic			

Pay Grade 7

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

Pay Grade 8

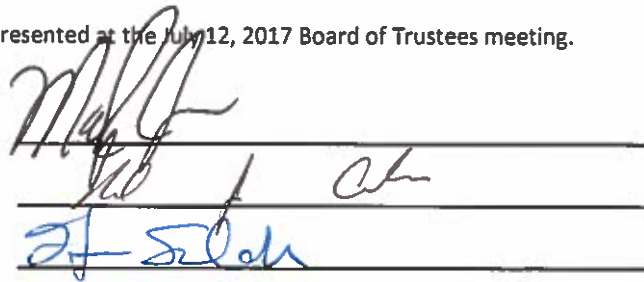
Daily	Minimum	Midpoint	Maximum
226	\$173.84	\$204.48	\$235.12
Maintenance & Transportation Manager			

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Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent



**2017–18 Information Technology Pay Ranges
Anthony ISD**

Pay Grade 1

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

Pay Grade 2

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

Pay Grade 3

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

Pay Grade 4

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

Approval for the 2017-2018 Pay Schedule as presented at the July 12, 2017 Board of Trustees meeting.

Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent

Three handwritten signatures are present, each written over a horizontal line. The top signature is for Mary Jones, the middle for Angel J. Cuellar, and the bottom for Dr. Steven Saldivar.

Anthony Independent School District 2017 - 2018 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

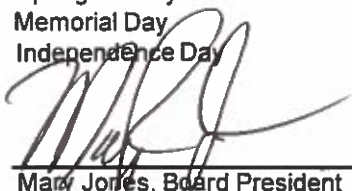
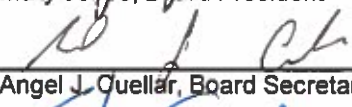

** Part time is defined as those employees working more than 4 hours per day on a regular basis.

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 4, 2017	Labor Day
Thursday, November 23, 2017	Thanksgiving Day
Friday November 24, 2017	Thanksgiving Weekend
Monday, December 25, 2017	Winter Holiday
Monday, January 1, 2018	New Year's Day
Monday, January 15, 2018	Martin Luther King Day
Monday, February 19, 2018	President's Day
Friday, March 30, 2018	Spring Holiday
Monday, May 28, 2018	Memorial Day
Wednesday, July 4, 2018	Independence Day

APPROVED:	 <hr/> Mary Jones, Board President	7/12/2017 Date
APPROVED:	 <hr/> Angel J. Cuellar, Board Secretary	7/12/2017 Date
APPROVED:	 <hr/> Dr. Steven Saldivar, Superintendent	7/12/2017 Date

ANTHONY INDEPENDENT SCHOOL DISTRICT

**2017-2018 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 clerical staff	*	\$ 10.00

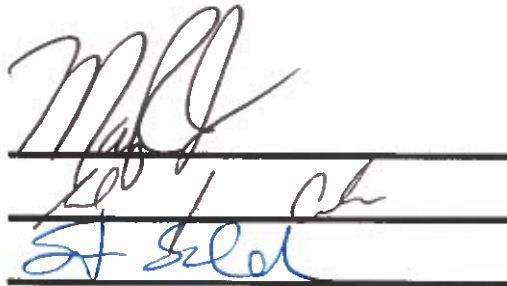
*For employees that do not have hourly pay rates

Approved on July 12, 2017

Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent



Handwritten signatures of Mary Jones, Angel J. Cuellar, and Dr. Steven Saldivar over horizontal lines.

**Anthony Independent School District
Substitute Pay Schedule
FY 2017 - 2018**

CLASSROOM TEACHER SUBSTITUTES

	<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

OTHER

Registered RN	\$ 140.00	\$ 70.00
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* Long-term rate applicable on the 11th consecutive day.

PARAPROFESSIONAL SUBSTITUTES

	<u>Per Hour</u>
Paraprofessional	\$ 8.00
Highly Qualified Paraprofessional	\$ 10.00
LVN	\$ 10.00

OTHER SUBSTITUTES

Auxiliary Per Hour – Minimum of Pay Schedule for respective job

Approved on July 12, 2017

Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent

The image shows three handwritten signatures in black ink, each written over a horizontal line. The signatures are: Mary Jones (top), Angel J. Cuellar (middle), and Dr. Steven Saldivar (bottom).

ANTHONY INDEPENDENT SCHOOL DISTRICT
2017-2018 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

OTHER ACADEMIC PAY RATES

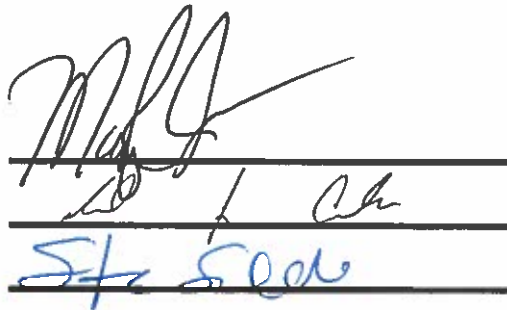
Summer Program Certified Teacher	\$ 27.00 per hour
Part Time Intervention Teacher	\$ 28.00 per hour
Part Time Speech Language Pathologist Assistant	\$ 35.00 per hour

Approved on July 12, 2017

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Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent



Handwritten signatures of Mary Jones, Angel J. Cuellar, and Dr. Steven Saldivar over horizontal lines.

**Anthony Independent School District
2017-2018 Extra Duty Pay Schedule**

Instructional Stipends

Elementary Teacher-Bilingual	1,500
MS/HS Teacher-ESL Classes	750
Special Education Teacher	1,000
Science Teacher	2,500
Math Teacher	2,500

Other Extracurricular Stipends

High School

Gifted and Talented Coordinator	\$ 500
Yearbook	\$ 700
Senior Class Project	\$ 1,000
9th Grade Sponsor	\$ 500
10th Grade Sponsor	\$ 500
11th Grade Co-Sponsor	\$ 1,000
11th Grade Co-Sponsor	\$ 1,000
12th Grade Sponsor	\$ 500
Student Council	\$ 2,000
Honor Society	\$ 1,000
UIL Theater	\$ 3,500
Band Director	\$ 4,000
Band Director UIL Competition	\$ 2,000

Middle School

Gifted and Talented Coordinator	\$ 500
Student Council	\$ 500
Honor Society	\$ 500
Yearbook	\$ 500
Robotics	\$ 300

Elementary School

Gifted and Talented Coordinator	\$ 500
English Spelling Bee	\$ 500
Spanish Spelling Bee	\$ 500
Yearbook	\$ 500
Science Fair Coordinator	\$ 500

Athletics Stipends

Athletic Director	\$ 5,000
Athletic Trainer	\$ 15,000
Head Coach Football [Varsity & JV]	\$ 6,000
Asst Coach Football [Varsity & JV]	\$ 4,000
Asst Coach Football [Varsity & JV]	\$ 4,000
Asst Coach Football [Varsity & JV]	\$ 4,000
MS Coach Football	\$ 3,000
MS Coach Football	\$ 3,000
MS Coach Football	\$ 3,000
MS Coach Football	\$ 3,000
Head Coach Volleyball [Varsity & JV]	\$ 5,000
Asst. Coach Volleyball [Varsity & JV]	\$ 3,000
MS 8th Grade Volleyball Coach	\$ 2,500

MS 7th Grade Volleyball Coach	\$	2,500
Coach Track - Boys	\$	4,000
Coach Track - Girls	\$	4,000
MS Coach Track	\$	2,500
MS Coach Track	\$	2,500
Head Coach Basketball [Var & JV Boys]	\$	5,000
Asst Coach Basketball [Var & JV Boys]	\$	3,000
Head Coach Basketball [Var & JV Girls]	\$	5,000
Asst Coach Basketball [Var & JV Girls]	\$	3,000
MS Softball Coach	\$	2,500
MS Softball Coach	\$	2,500
MS Baseball Coach	\$	2,500
MS Baseball Coach	\$	2,500
MS Coach Basketball [8th Boys]	\$	2,500
MS Coach Basketball [7th Boys]	\$	2,500
MS Coach Basketball [8th Girls]	\$	2,500
MS Coach Basketball [7th Girls]	\$	2,500
Head Coach Cross Country	\$	3,000
Head Coach Baseball	\$	5,000
JV Coach Baseball	\$	3,000
Softball Coach	\$	5,000
Softball Assistant Coach	\$	3,000
JV Softball Coach	\$	3,000
Varsity & JV Cheer Leading Coach	\$	2,000
Varsity & JV Cheer Assistant Coach	\$	1,000
MS Cheerleading Coach	\$	1,000
Flag	\$	1,000

Cell Phone Allowances

Campus Principals/SPED&Athletics Director	\$35 monthly
IT/CNP/MAINTENANCE Director/ Superintendent Secretary	\$50 monthly

Approval for the above Stipend Schedule as presented at the July 12, 2017 Board of Trustees meeting.

Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr Steven Saldivar, Superintendent