

2018-19 Administrative/Professional Pay Plan
Anthony ISD

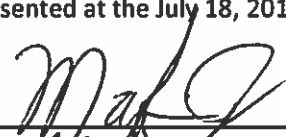
Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AP1	(Vacant)	226	Daily 226 Days	\$190.50 43,053	\$229.52 51,872	\$268.54 60,690
AP2	Child Nutrition Director	226	Daily 197 Days	\$220.98 43,533	\$266.24 52,449	\$311.50 61,366
	Parent Inv/Migrant Coordinator	202	202 Days	44,638	53,780	62,923
	Social Worker	197	226 Days	49,941	60,170	70,399
AP3	Counselor, Elementary	202	Daily 202 Days	\$268.37 54,211	\$319.49 64,537	\$370.61 74,863
	Counselor, High School	217	217 Days	58,236	69,329	80,422
	Counselor, Middle School	202				
	Instructional Specialist	202				
AP4	Assistant Principal	226	Daily 197 Days	\$293.29 57,778	\$345.05 67,975	\$396.81 78,172
	Diagnostician	202	202 Days	59,245	69,700	80,156
	District Testing Coordinator (Part Time)	207	207 Days	60,711	71,425	82,140
	Speech Language Pathologist	197	226 Days	66,284	77,981	89,679
AP5	(Vacant)	226	Daily 226 Days	\$324.21 73,271	\$372.65 84,219	\$421.09 95,166
AP6	Director of Finance	226	Daily 226 Days	\$354.16 80,040	\$402.46 90,956	\$450.76 101,872
	Director of Special Programs/Special Ed	226				
	Elementary Principal	226				
AP7	High School Principal	226	Daily 226 Days	\$402.06 90,866	\$446.73 100,961	\$491.40 111,056
	Assistant Superintendent	226				


Approval for the 2018-2019 Pay Schedule as presented at the July 18, 2018 Board of Trustees meeting:


Mary R. Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent







2018-19 Auxiliary Pay Plan
Anthony ISD

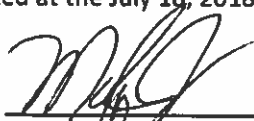
Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AU1			Hourly	\$9.31	\$11.22	\$13.13
	Custodian	260	185 Days	13,779	16,606	19,432
	Food Service Helper	185	260 Days	19,365	23,338	27,310
	Food Service Worker (Part Time)	185				
AU2			Hourly	\$10.52	\$12.67	\$14.82
	Food Service Cook	185	185 Days	15,570	18,752	21,934
	Food Service Lead Baker	187	187 Days	15,738	18,954	22,171
	Food Service Lead Cook	187	260 Days	21,882	26,354	30,826
	Maintenance - Groundskeeper	260				
	Maintenance - Helper	260				
AU3			Hourly	\$11.67	\$14.06	\$16.45
	Maintenance - General	260	260 Days	24,274	29,245	34,216
AU4			Hourly	\$12.96	\$15.60	\$18.24
	Lead Custodian	260	260 Days	26,957	32,448	37,939
AU5			Hourly	\$14.11	\$17.00	\$19.90
	Bus Driver	180	180 Days	20,304	24,480	28,656
	Bus Driver - Part Time	180				
AU6			Hourly	\$15.57	\$18.52	\$21.49
	Food Service Manager	226	226 Days	28,114	33,484	38,854
	HVAC Maintenance	260	260 Days	32,344	38,522	44,699
	Lead Mechanic	260				
AU7			Hourly	\$18.07	\$21.49	\$24.93
	HVAC Mechanic	260	226 Days	32,634	38,854	45,073
	Transportation Coordinator	226	260 Days	37,544	44,699	51,854
AU8			Daily	\$175.58	\$206.52	\$237.47
	Maintenance & Transportation Mgr (Exempt)	226	226 Days	39,681	46,674	53,668


Approval for the 2018-2019 Pay Schedule as presented at the July 18, 2018 Board of Trustees meeting:


Mary R. Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent







2018-19 Information/Technology Pay Plan
Anthony ISD


Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
IT1	Computer Technician Asst.	226	\$15.17	\$18.49	\$21.82
			226 Days	27,427	39,442
IT2	Computer Technician	226	\$18.48	\$22.55	\$26.63
			226 Days	33,416	48,138
IT3	(Vacant)		\$184.97	\$225.57	\$266.17
			226 Days	41,803	60,154
IT4	Network Administrator (Exempt)	226	\$208.43	\$248.13	\$287.83
			226 Days	47,105	65,050


Approval for the 2018-2019 Pay Schedule as presented at the July 18, 2018 Board of Trustees meeting:


Mary R. Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent







Anthony Independent School District 2018 - 2019 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 187 calendar days are eligible for four [4] Vacation Days and zero [0] Holidays. Employees working less than 187 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	187 **	4 [8 hr. days]	0
Mechanic	260	5	10
Substitute 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 less than 7 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 3, 2018	Labor Day
Thursday, November 22, 2018	Thanksgiving Day
Friday November 23, 2018	Thanksgiving Weekend
Tuesday, December 25, 2018	Winter Holiday
Tuesday, January 1, 2019	New Year's Day
Monday, January 21, 2019	Martin Luther King Day
Monday, February 18, 2019	President's Day
Friday, April 19, 2019	Spring Holiday
Monday, May 27, 2019	Memorial Day
Thursday, July 4, 2019	Independence Day

Approved on July 18, 2018:

Mary R. Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent





ANTHONY INDEPENDENT SCHOOL DISTRICT

**2018-2019 Supplemental/
Miscellaneous
Pay Schedule**

<u>Position</u>	<u>Rate</u>
Gate Receipts/Ticket Taker*	\$10/Hr
Athletic game help/books*	\$10/Hr
Hourly Coaching Staff*	\$13/Hr
Hourly Clerical Staff*	\$10/Hr

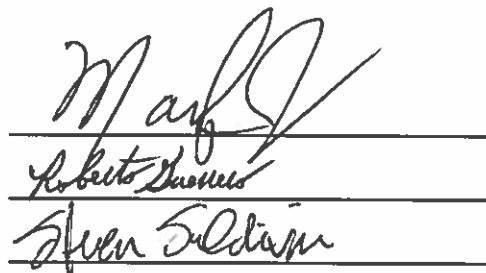
*For employees that do not have hourly pay rates

Approved on July 18, 2018:

Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent



Handwritten signatures of Mary Jones, Roberto Cuellar, and Steven Saldivar, each placed over a horizontal line.

**Anthony Independent School District
Substitute Pay Schedule
FY 2018 - 2019**

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 18, 2018:


Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent







**ANTHONY INDEPENDENT SCHOOL DISTRICT
2018-2019 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	\$ 30.00 per hour
Part Time Intervention Teacher	\$ 28.00 per hour
Part Time Speech Language Pathologist Assistant	\$ 35.00 per hour
Teachers Attending Training during Summer or Weekend <i>(Only When Funding is Available)</i>	\$100.00/Full Day, \$ 50.00/Half Day
Supplemental Pay for Teacher Pursuing Dual Credit Accreditation	Up to \$1,000 for 3-5 college credit hours Up to \$1,500 for 6+ college credit hours <i>(Teachers will be required to submit official transcripts verifying at least a "C" average.)</i>


Approved on July 18, 2018:


Mary Jones, Board President

Angel J. Cuellar, Board Secretary

Dr. Steven Saldivar, Superintendent







**Anthony Independent School District
2018-2019 Extra Duty Pay Schedule**

Instructional Stipends

Elementary Teacher-Bilingual	\$	2,000
MS/HS Teacher-ESL Classes (Per Class of 50% or more EL, up to \$2,000	\$	400
Special Education Teacher	\$	1,000
Science Teacher (Secondary Certified/Assigned)	\$	2,500
Math Teacher (Secondary Certified/Assigned)	\$	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	\$	500

Elementary School

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

Districtwide

Dual Credit Teacher (Fully Credentialed in Subject Area)	\$	2,000
Teacher Mentors	\$	500
Special Olympics	\$	500
UIL Academics District Coordinator	\$	1,000
UIL Academic Coaches (Per Event, Pro- rated for up to 3 entries)	\$	500

Athletics Stipends

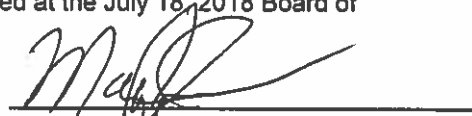
Athletic Director	\$	5,000
Athletic Trainer	\$	15,000
Head Coach Football [Varsity & JV]	\$	6,000
Asst Coach Football [Varsity & JV]	\$	4,000
Asst Coach Football [Varsity & JV]	\$	4,000
Asst Coach Football [Varsity & JV]	\$	4,000
MS Coach Football	\$	3,000
MS Coach Football	\$	3,000
MS Coach Football	\$	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
Asst Track Coach	\$	3,000
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
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

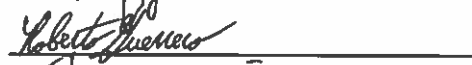
Asst Sup/Campus Principals/SPED&Athletics Director	\$35 monthly
IT/CNP/Maintenance Director/ Superintedent Secretary	\$50 monthly

Approval for the above Stipend Schedule as presented at the July 18, 2018 Board of Trustees meeting:

Mary Jones, Board President



Angel J. Cuellar, Board Secretary



Dr Steven Saldivar, Superintendent