

**Anthony Independent School District  
2016–2017 Salary Plan for  
Teachers, Librarians, and Nurses (RN)**

<b>Years Experience</b>	<b>Salary</b>
0	\$45,600
1	\$46,050
2	\$46,600
3	\$47,150
4	\$47,350
5	\$47,550
6	\$47,750
7	\$47,950
8	\$48,200
9	\$48,500
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+	\$60,590

Salaries listed above are based on 10-month employment.

Master's Degree Stipend:  
\$1,000

This salary plan is for the 2016-2017 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.

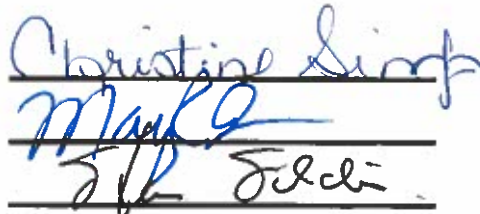
**Approval for the above Teacher Pay Schedule as presented at the  
August 19, 2015 Board of Trustees meeting.**

Approved on July 21, 2016

Christine Singh, Board President

Mary Jones, Board Secretary

Dr Steven Saldivar, Superintendent



**2016-17 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
226	\$218.80	\$263.61	\$308.42
	49,449	59,576	69,703
Child Nutrition Program Director			

**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, Secondary Schools Science Specialist	

**Pay Grade 4**

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

**Pay Grade 5**

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

**Pay Grade 6**

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

**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 2016-2017 Pay Schedule as presented at the July 21, 2016 Board of Trustees meeting.

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

*Christine Singh*  
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*Mary Jones*  
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*Steve Saldivar*  
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**2016-17 Clerical Paraprofessional Pay Ranges  
Anthony ISD**

**Pay Grade 1**

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

**Pay Grade 2**

Hourly	Minimum	Midpoint	Maximum
	\$11.18	\$13.64	\$16.10
<b>187</b>	<b>16,725</b>	<b>20,405</b>	<b>24,086</b>
Pre-K Aide Library Aide		P.E. Aide	

**Pay Grade 3**

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

**Pay Grade 4**

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

**Pay Grade 5**

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

**Pay Grade 6**

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

**Pay Grade 7**

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

Approval for the 2016-2017 Pay Schedule as presented at the July 21, 2016 Board of Trustees meeting.

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

*Christine Singh*  
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*Mary Jones*  
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*Steven Saldivar*  
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**2016-17 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
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
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
	\$17.89	\$21.30	\$24.71
226	32,345	38,510	44,676
260	37,211	44,304	51,397
HVAC Mechanic		Transportation Coordinator	

**Pay Grade 8**

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

Approval for the 2016-2017 Pay Schedule as presented at the July 21, 2016 Board of Trustees meeting.

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

*Christine Singh*  
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*Steven Saldivar*  
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**2016–17 Information Technology Pay Ranges  
Anthony ISD**

**Pay Grade 1**

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

**Pay Grade 2**

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

**Pay Grade 3**

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

**Pay Grade 4**

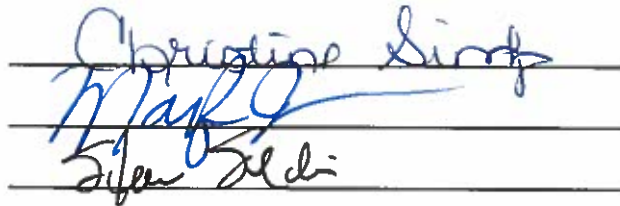
Daily	Minimum	Midpoint	Maximum
	\$206.36	\$245.67	\$284.98
226	46,637	55,521	64,405
Network Administrator			

Approval for the 2016-2017 Pay Schedule as presented at the July 21, 2016 Board of Trustees meeting.

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent



## Anthony Independent School District 2016 - 2017 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, 2016	Labor Day
Thursday, November 24, 2016	Thanksgiving Day
Friday November 25, 2016	Thanksgiving Weekend
Monday, December 26, 2016	Winter Holiday
Monday, January 2, 2017	New Year's Day
Monday, January 16, 2017	Martin Luther King Day
Monday, February 20, 2017	President's Day
Friday, April 14, 2017	Spring Holiday
Monday, May 29, 2017	Memorial Day
Tuesday, July 4, 2017	Independence Day

APPROVED:

  
\_\_\_\_\_  
Christine Singh, Board President      7/21/2016  
Date

APPROVED:

  
\_\_\_\_\_  
Mary Jones, Board Secretary      7/21/2016  
Date

APPROVED:

  
\_\_\_\_\_  
Dr. Steven Saldivar, Superintendent      7/21/2016  
Date

**ANTHONY INDEPENDENT SCHOOL DISTRICT**

**2016-2017 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

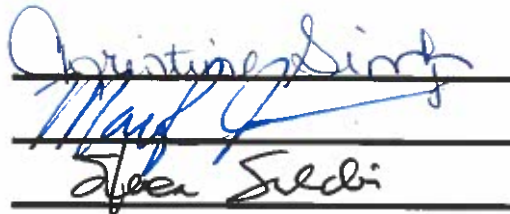
\*For employees that do not have hourly pay rates

Approved on July 21, 2016

Christine Singh, Board President

Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent



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**Anthony Independent School District  
Substitute Pay Schedule  
FY 2016 - 2017**

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 21, 2016

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Mary Jones, Board Secretary

Dr. Steven Saldivar, Superintendent

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**ANTHONY INDEPENDENT SCHOOL DISTRICT  
2016-2017 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**

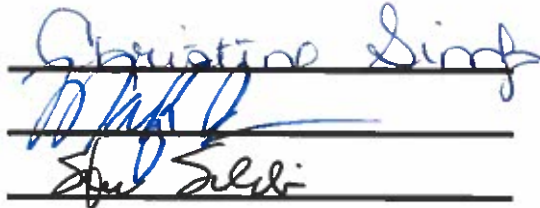
Summer Program Certified Teacher	\$ 27.00 per hour
Part Time Intervention Teacher	\$ 28.00 per hour
Part Time Speech Language Pathologist Assistant	\$ 35.00 per hour

Approved on July 21, 2016

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  
2016-2017 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	\$50 monthly

Approval for the above Stipend Schedule as presented at the July 21, 2016 Board of Trustees meeting.

Christine Singh, Board President

Mary Jones, Board Secretary

Dr Steven Saldivar, Superintendent