

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

The Board shall review professional, paraprofessional, and auxiliary salary schedules each year during budget development time for the purpose of comparison with cost-of-living and/or pay scales of comparable employers.

The Superintendent shall be responsible for:

- (1) communicating salary schedule to all personnel;
- (2) developing procedure for payment of salaries; and
- (3) developing payroll and other related procedures.

The Superintendent shall recommend to the Board for approval pay structures and compensation plans for all District employees. Pay structures shall be designed and administered for the purpose of attracting and retaining qualified employees to achieve District goals. The Superintendent shall administer and maintain pay systems in accordance with administrative regulations for the District compensation plan.

PAY SYSTEMS
DESCRIPTION

Certified classroom teachers, librarians, counselors, and nurses shall be paid no less than the minimum monthly salary on the state salary schedules based on years of experience, as required by law.

For other employees, the Superintendent shall assign positions to pay ranges that define the minimum and maximum base pay for the positions.

All employees shall be paid within the assigned ranges.

PAY INCREASE
BUDGET

The Superintendent shall recommend to the Board an amount for pay increases as part of the annual budget. Pay increases beyond the budgeted amount for individuals or positions shall be subject to Board approval.

EXEMPT/
NONEXEMPT

The Superintendent or designee shall determine the classification of positions or employees as “exempt” or “nonexempt” for purposes of payment of overtime in compliance with the Fair Labor Standards Act.

Exempt employees shall be compensated on a salary basis for their employment period and are not entitled to overtime compensation.

Nonexempt employees shall be compensated on an hourly basis for all hours worked each week and shall be compensated for overtime in accordance with federal regulations and the District’s compensation plan. Nonexempt employees shall not work overtime without prior approval of their supervisor.

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SUPPLEMENTAL
DUTIES

The Superintendent or designee may assign non-contractual supplemental duties to personnel exempt under the Fair Labor Standards Act, as needed. The employee shall be compensated for these assignments according to the supplemental duty pay schedule established by the Board. These assignments may be discontinued at any time for any reason or no reason, by either party. The assignment of these duties shall not create any expectation of continued assignment to that same duty or any other duty.

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PROFESSIONAL SALARY SCHEDULE

<u>2024-2025</u>			
Years of Experience *	STEPS	Base for BA Degree	Base for MA Degree
0	1	54,086	55,399
1	2	54,641	55,954
2	3	55,146	56,459
3	4	55,550	56,863
4	5	55,853	57,166
5	6	57,166	58,479
6	7	57,469	58,782
7	8	57,772	59,085
8	9	58,075	59,388
9	10	58,479	59,792
10	11	58,883	60,196
11	12	59,388	60,701
12	13	59,893	61,206
13	14	60,903	62,216
14	15	61,913	63,226
15	16	62,418	63,731
16	17	62,923	64,236
17	18	64,438	65,751
18,19,20	19	65,145	66,458
21	20	66,458	67,771
22	21	66,963	68,276
23	22	67,468	68,781
24,25,26,27,28	23	67,973	69,286
29	24	68,478	69,791
30	25	68,781	70,094
31	26	69,488	70,801
32	27	70,094	71,407
33	28	70,599	71,912
34	29	71,306	72,619
35	30	72,720	74,134
36	31	73,932	75,346
37	32	75,346	76,760
38	33	76,760	78,275
39	34	78,073	79,588
40	35	79,588	80,800
41	36	80,800	82,315
42	37	82,315	83,729
43	38	84,032	85,345
44,45,46,47,48	39	85,739	86,961
49,50,51,52,53	40	87,466	88,678

Salaries listed above are based on 187 days
DATE ISSUED: JUNE 2024

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Professional Staff Contracts and Compensation Plans

It shall be the general policy of this District to pay salaries commensurate with the duties and responsibilities involved and with regard to prevailing practices in other comparable jurisdictions.

Salary for the superintendent is determined by the Board. Salaries for the assistant superintendents, 12 month principals, and athletic director shall be based on a recommendation from the superintendent to the Board.

Base salaries for other positions shall be the salary for which the person would qualify as a classroom teacher plus additional months and/or days required for the position. Additional days shall be calculated at a daily rate based on the number of full months' duty specified.

Where a ratio factor is shown, salary for the position shall be calculated on the ratio factor applied to the base salary for the number of months and/or days specified for the position.

Position	R.F.	# Days	# Mos
Diagnostician	10	197	10.5
Counselor, Elementary	08	197	10.5
Counselor, Middle School	08	206	11.0
Counselor, Middle School	08	225	12.0
Counselor, High School	10	225	12.0
Band Director, Middle School	15	197	10.5
Band Director, High School	25	206	11.0
Asst Band Director, Middle School	10	197	10.5
Asst Band Director, High School	10	197	10.5
Choral Director, Middle School	15	197	10.5
Choral Director, High School	25	206	11.0
Asst Choral Director, Middle School	10	197	10.5
Asst Choral Director, High School	10	197	10.5
Alternative Cert/Academic Field Supervisor	00	187	10.0
Athletic Trainer	17	197	10.5
Athletic Trainer	17	206	11.0
Coach, Group I w/Football/Volleyball	17	197	10.5
Coach, Group I	17	187	10.0
Coach, Group II w/Football/Volleyball	14	197	10.5
Coach, Group II	14	187	10.0
Coach, Group III w/Football/Volleyball	10	197	10.5
Coach, Group III	10	187	10.0
Coach, Group IV w/Football/Volleyball	07	197	10.5
Coach, Group IV	07	187	10.0
Coach, Group V w/Football/Volleyball	04	197	10.5
Coach, Group V	04	187	10.0
Career & Tech, Teacher, Agriculture	00	225	12.0
Career & Tech, FCS	00	187	10.0
Career & Tech, Auto Mechanics	00	197	10.5,
Career & Tech, Building Trades	00	187	10.0
Career & Tech, Cosmetology	00	197	10.5
Coordinator ~ Family Services	00	206	11.0
Coordinator ~ Instructional Technology	00	225	12.0
Coordinator ~ Public Relations	00	225	12.0

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Professional Staff Contracts and Compensation Plans (continued)

Position	R.F.	# Days	# Mos
Coordinator ~ Secondary 504	00	225	12.0
Coordinator ~ Sec/Post-Sec Academic Assm	00	197	10.5
Curriculum & Instruction Coach (CIC)	00	197	10.5
Human Resource Officer	00	240	12.0
Librarian	00	197	10.5
Lic Spec in School Psychology (LSSP)	20	197	10.5
Nurse R.N.	00	187	10.0
Occupational Therapist	10	197	10.5
Speech-Language Pathologist (SLP)	15	197	10.5
Speech-Language Pathologist Asst	04	197	10.5

Base pay for classroom teachers is computed on a daily rate of 187 days (175 days of instruction plus 12 days of professional development).

NOTE: a. All of the above positions must meet specified state and local requirements before being activated in the Andrews School System compensation plan.

b. Above salaries are based on TEA certifications for the positions assigned plus Andrews local requirements.

c. Duty days are based on a TEA teaching year as specified in the Texas Education Code 21.401, and on local requirements.

d. In order to fairly compensate faculty members for extra duties such as class sponsorship, department chairmanship, club sponsorship, and the coaching of UIL academic events, the following schedule of supplemental pay has been developed.

e. Coach definitions

(1) Coach, Group I

(a) head coach of one varsity sport and an assignment in two additional sports

(b) coach whose contract is tied to the contract of the Athletic Director

(2) Coach, Group II

(a) head coach of a varsity sport and an assignment in one additional sport at the high school level

(b) middle school athletic coordinator

(c) assistant coach in three or more sports at the high school level

(3) Coach, Group III

(a) assistant coach in two different sports at the high school level

(b) head coach at the high school level with no other coaching assignment

(c) coach at the high school level and coach at the middle school level

(4) Coach, Group IV

(a) coach at the middle school level in two or more sports

(5) Coach, Group V

(a) coach in one sport at the high school or middle school level

(6) The contract year for high school coaches assigned to football or volleyball shall be 10 months

+ 10 days (197 days duty).

(7) The contract year for middle school coaches assigned to football or volleyball shall be 10 months

+ 10 days (197 days duty).

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Professional Staff Contracts and Compensation Plans (continued)

<u>EXTRA-DUTY ASSIGNMENT</u>	<u>AMOUNT</u>
<u>HIGH SCHOOL</u>	
National Honor Society Advisor	3,000.00
Yearbook Advisor	2,500.00
Cheerleader Bookkeeper	1,000.00
Class Sponsor, 9th, 10th, 11th, 12th	250.00
Texas Assn of Future Educators (TAFE)	1,500.00
Future Problem Solvers/Community Problem Solvers	2,500.00
National Science Contest Sponsor	1,000.00 per student
Student Council Sponsor + 1 wk @ min Salary/BA Deg	4,000.00
UIL Coordinator	3,000.00
**Per Current UIL Constitution & Contest Rules	1,500.00
UIL One-Act Play Director	3,500.00
UIL One-Act Play Assistant	2,000.00
ESL Coordinator	2,000.00
English Dept. Chairmanship	1,500.00
Math Dept. Chairmanship	1,500.00
Science Dept. Chairmanship	1,500.00
Social Studies Dept. Chairmanship	1,500.00
Advanced Placement Science Course w/Lab	2,500.00
Advanced Placement Course	1,500.00
Dual Credit Science Course w/Lab	2,500.00
Dual Credit Course	1,500.00

**UIL Base Stipend - \$1,500 contingent on a full season competition verified by campus principal.

**Extra \$500 for Regional preparation (verified by principal).

**Extra \$1,000 for State preparation (verified by principal).

MIDDLE SCHOOL

One-Act Play Sponsor	750.00
Student Council Sponsor	600.00
Jr. National Honor Society	300.00
Future Problem Solvers	1,500.00 or 500.00 for each grade
TX Math & Science	3,000.00 or 1,500.00 for individual
**Per Current UIL Constitution & Contest Rules	1,500.00 or 500.00 for each grade
ESL Coordinator	2,000.00

DISTRICT

Future Problem Solvers	1,500.00
Head Special Olympics Coach	400.00
Assistant Special Olympics Coach	200.00
Bilingual Certified Teachers (teaching)	2,000.00
Head Nurse	500.00
OT Travel	2,000.00
LSSP Travel	2,000.00
LPAC Coordinator (HS & MS)	2,000.00
Dual Language Program (DLP) Teacher	1,000.00

ELEMENTARY

**Per Current UIL Constitution & Contest Rules	500.00
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SALARY SCHEDULE for TEACHER AIDES

STEPS	6	7	8	9	10	11	12	13	14	15
Level I	1234	1280	1317	1355	1395	1433	1476	1519	1563	1608
Level II	1375	1422	1460	1499	1540	1581	1624	1668	1714	1760
Level III	1445	1491	1527	1566	1605	1644	1687	1729	1774	1819
Level IV	1546	1595	1634	1676	1717	1760	1804	1851	1899	1946

STEPS	16	17	18	19	20	21	22	23	24	25
Level I	1655	1702	1752	1803	1858	1911	1967	2028	2060	2096
Level II	1807	1857	1908	1961	2016	2071	2129	2188	2223	2262
Level III	1866	1914	1964	2015	2068	2122	2178	2235	2271	2308
Level IV	1996	2048	2101	2157	2214	2270	2330	2392	2430	2470

STEPS	26	27	28	29	30	31	32	33	34	35
Level I	2134	2171	2209	2250	2288	2328	2377	2412	2454	2498
Level II	2300	2337	2377	2418	2458	2499	2542	2584	2628	2673
Level III	2345	2382	2420	2460	2498	2540	2581	2623	2664	2709
Level IV	2510	2548	2589	2638	2674	2717	2761	2806	2851	2897

STEPS	36	37	38	39	40	41	42	43	44	45
Level I	2543	2588	2634	2681	2728	2778	2827	2454	2930	2983
Level II	2719	2765	2813	2861	2913	2961	3012	3063	3117	3172
Level III	2753	2799	2845	2892	2939	2988	3038	3089	3144	3232
Level IV	2946	2995	3044	3094	3147	3199	3251	3305	3365	3425

STEPS	46	47	48
Level I	3038	3091	2681
Level II	3227		
Level III	3248		
Level IV	3486		

Level I – Instructional Aides

Level II – Care Giver Staff

Level III – Special Education Aides (Inclusion & Self-Contained)

Level IV – Special Education Aides (Life Skills)

Aide personnel may advance on the salary scale as step raises are approved annually by the School Board. Teachers are allowed to count their teaching experience as paraprofessional experience.

Years of experience and/or step placement upon initial employment shall require prior approval of the Superintendent

Term of employment is for 187 days as designated on the AISD school calendar. Annual salary is the salary step monthly base amount multiplied by 12 months. Daily rate is determined by dividing the annual salary by 187 days.

All newly employed teacher aides will be on ninety-day probation. At the end of the ninety-day period the employee will either be dismissed or retained at the step at which he/she was employed.

Andrews ISD
002901

COMPENSATION AND BENEFITS
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SALARY SCHEDULE for SECRETARIES

SECRETARY I

Campus Level

Attendance

Diagnostician's Secy

Central Level

504 Coordinator's Secy

STEPS	6	7	8	9	10	11	12	13	14	15	16	17	18
	1465	1523	1574	1616	1660	1705	1760	1797	1845	1895	1947	2000	2054

STEPS	19	20	21	22	23	24	25	26	27	28	29	30	31
	2112	2145	2182	2218	2253	2291	2328	2368	2411	2454	2498	2543	2590

STEPS	32	33	34	35	36	37	38	39	40	41	42
	2635	2683	2731	2781	2831	2882	2933	2986	3040	3093	3149

SECRETARY II

Campus Level

Registrar

Secy to Asst Principal

Vocational Secy

Central Level

Tax Office

Food Service Secy

STEPS	6	7	8	9	10	11	12	13	14	15	16	17	18
	1845	1910	1973	2027	2083	2038	2195	2258	2318	2381	2445	2514	2582

STEPS	19	20	21	22	23	24	25	26	27	28	29	30	31
	2656	2699	22744	2790	2837	2883	2931	2984	3037	3091	3147	3203	3261

STEPS	32	33	34	35	36	37	38	39	40
	3320	3379	3440	3502	3565	3629	3694	3762	3829

SECRETARY III

Campus Level

Secretary to Principal

Athletic Department

Central Level

Junior Accountant

Bookkeeper/Payroll Assistant

Technology Secy

STEPS	6	7	8	9	10	11	12	13	14	15	16	17	18
	1973	2038	2106	2163	2221	2282	2346	2410	2475	2542	2614	2686	2760

STEPS	19	20	21	22	23	24	25	26	27	28	29	30	31
	2837	2885	2933	2982	3030	3083	3134	3187	3242	3299	3357	3418	3477

STEPS	32	33	34	35	36	37	38	39	40	41	42	43
	3539	3603	3667	3733	3800	3869	3939	4010	4082	4155	4230	4230

COMPENSATION AND BENEFITS
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SALARY SCHEDULE for SECRETARIES (continued)

SECRETARY IV

Campus Level
None

Central Level
Secy to Executive Staff

STEPS	6	7	8	9	10	11	12	13	14	15	16	17
	2084	2150	2213	2273	2335	2400	2466	2534	2604	2676	2750	2826

STEPS	18	19	20	21	22	23	24	25	26	27	28	29
	2906	2986	3037	3088	3141	3192	3246	3302	3360	3420	3482	3545

STEPS	30	31	32	33	34	35	36	37	38	39	40	41
	3609	3674	3740	3807	3876	3946	4017	4089	4163	4238	4314	4392

STEPS	42	43	44	45	46	47	48	49
	4471	4551	4633	4716	4801	4887	4975	5065

SECRETARY V

Campus Level
None

Central Level
None

STEPS	6	7	8	9	10	11	12	13	14	15	16	17
	2213	2274	2341	2405	2472	2539	2609	2682	2756	2834	2913	2995

STEPS	18	19	20	21	22	23	24	25	26	27	28	29
	3077	3163	3217	3272	3326	3383	3441	3499	3558	3618	3681	3743

STEPS	30	31	32	33	34	35	36	37	38
	3806	3872	3941	4010	4081	4154	4228	4302	4379

Secretarial personnel may advance on the salary scale as step raises are approved annually by the School Board. Years of experience and/or step placement upon initial employment shall require prior approval of the Superintendent.

Term of employment is for 10 months + 15 days (202 days), or 12 months (240 days). Annual rate is determined by multiplying the monthly base by 10 or 12, accordingly. Daily rate is determined by dividing the annual salary by the number of days. All newly employed secretarial personnel will be on ninety-day probation. At the end of the ninety-day period the employee will either be dismissed or retained at the step at which he/she was employed.

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SALARY SCHEDULE for SKILLED PARAPROFESSIONALS

Central Level

Computer Technician – Tech & Info Svcs (Level 3)*
Computer Technician – Tech & Info Svcs (Level 1)
Asst Director –Tech & Info Svcs (Level 2) Secretary
to Superintendent (Level 3)*
Payroll Officer (Level 3)*
Personnel Officer (Level 3)

Campus Level

Accompanist (Level 1)

Tax Office

Appraiser I (Level 1)
Appraiser IV (Level 2)

*Level 3 = Degreed or Certificated

Lvl	6	7	8	9	10	11	12	13	14	15	16	17
1	3026	3107	3195	3250	3304	3360	3418	3475	3534	3594	3654	3718
2	3250	3304	3360	3415	3475	3534	3594	3654	3718	3781	3845	3910
3	3474	3502	3523	3584	3646	3709	3770	3834	3902	3968	4034	4104

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
1	3781	3845	3910	3981	4050	4122	4195	4269	4346	4422	4501	4581
2	3981	4050	4122	4195	4269	4346	4422	4501	4581	4662	4746	4830
3	4181	4256	4333	4411	4488	4568	4650	4734	4818	4904	4990	5078

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
1	4662	4747	4832	4918	5008	5098	5189	5282	5378	5474	5573	5674
2	4917	5005	5096	5187	5280	5376	5472	5571	5670	5773	5877	5984
3	5170	5264	5358	5456	5554	5653	5755	5859	5965	6070	6181	6291

Lvl	42	43	44
1	5774	5880	
2	6091	6202	
3	6405	6520	6637

Years of experience and/or step placement upon initial employment shall require prior approval of the Superintendent.

Term of employment is 12 months (240 days). Daily rate is determined by dividing the annual salary by 240.
Skilled paraprofessional personnel may advance on the salary scale as step raises are approved annually by the School Board.

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SALARY SCHEDULE for OPERATIONS and FOOD SERVICE

Auxiliary Personnel are to be placed on an hourly pay scale and paid on a monthly base salary plus supplementary salary basis for purposes of (1) providing a more balanced monthly income and (2) eliminating excess paperwork in preparing payroll.

Monthly base salary shall be calculated by multiplying the appropriate hourly pay scale amount times the number of working hours per day times the number of working days (including authorized holidays) per year divided by the number of months employed.

Monthly supplemental salary consists of all additional hours worked beyond base salary each week of the month concerned (calculated at the appropriate hourly pay scale amount until 40 hours are reached and time and one-half for each additional hour beyond 40 hours).

All personnel will be employed at the proper level, base step unless approval is granted by the Superintendent or his designee for a higher step for a beginning employee.

All new employed auxiliary personnel will be on ninety-day probation. At the end of the ninety-day period the employee will either be dismissed for retained at the step at which he/she was employed.

GENERAL AUXILIARY

Bus Driver Personnel (Level 1)

Food Service Personnel

Food Service Mgr (Level 3)

Cook (Level 2)

Other Helpers (Level 1)

Custodial Personnel

Head Custodian (Level 3)

Other Custodians (Level 2) Head

Groundskeeper (Level 2)

Printer's Helper (Level 1)

Lvl	6	7	8	9	10	11	12	13	14	15	16	17
1	9.81	10.19	10.50	10.91	11.27	11.59	11.94	12.27	12.64	12.98	13.36	13.75
2	10.78	11.15	11.45	11.81	12.23	12.57	12.95	13.32	13.72	14.12	14.53	14.95
3	11.81	12.17	12.53	12.90	13.33	13.73	14.13	14.54	14.96	15.39	15.84	16.32

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
1	13.99	14.22	14.47	14.73	14.99	15.24	15.51	15.79	16.06	16.34	16.62	16.92
2	15.21	15.48	15.76	16.03	16.31	16.60	16.90	17.19	17.49	17.81	18.12	18.43
3	16.60	16.90	17.19	17.49	17.81	18.11	18.42	18.76	19.08	19.42	19.77	20.13

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
1	17.21	17.51	17.84	18.14	18.45	18.79	19.12	19.46	19.82	20.17	20.53	20.91
2	18.76	19.10	19.44	19.77	20.14	20.49	20.87	21.24	21.62	22.02	22.41	22.82
3	20.47	20.84	21.21	21.57	21.96	22.35	22.76	23.17	23.58	24.01	24.44	24.89

Lvl	42	43	44	45	46	47	48	49	50	51	52	53
1	21.28	21.66	22.06	22.45	22.86	23.27	23.68	24.11	24.57	25.02	25.44	25.90
2	23.23	23.64	24.07	24.50	24.94	25.39	25.85	26.31	26.79	27.27	27.76	28.26
3	25.33	25.79	26.25	26.72	27.21	27.69	28.19	28.69	29.21	29.73	30.27	30.82

Lvl	54	55
1	26.36	26.83
2	28.76	29.28
3	31.37	31.93

COMPENSATION AND BENEFITS
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SALARY SCHEDULE for OPERATIONS and FOOD SERVICE (continued)

SEMI-SKILLED AUXILIARY

Dir of Maintenance (Level 6 + 5%-20% RF)

Maintenance Crew Supervisor (Level 4)

Mail Clerk (Level 4) Printer (Level 4)

Dir of Food Service (Level 5 + 5%-15% RF)

Dir of Trans (Level 5 + 5%-15% ratio factor)

Lvl	6	7	8	9	10	11	12	13	14	15	16	17
4	12.83	13.15	13.53	13.93	14.33	14.76	15.19	15.64	16.10	16.57	17.06	17.56
5	13.90	14.23	14.59	15.00	15.40	15.83	16.26	16.70	17.16	17.62	18.13	18.62
6	14.98	15.30	15.68	16.08	16.49	16.90	17.33	17.78	18.24	18.71	19.18	19.66

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
4	18.08	18.60	18.94	19.28	19.61	19.96	20.32	20.68	21.05	21.42	21.81	22.19
5	19.13	19.65	20.02	20.36	20.72	21.10	21.45	21.85	22.24	22.62	23.03	23.44
6	20.18	20.68	21.06	21.42	21.81	22.19	22.59	23.00	23.41	23.82	24.24	24.67

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
4	22.58	23.00	23.40	23.83	24.25	24.68	25.13	25.58	26.05	26.52	27.01	27.49
5	23.87	24.29	24.72	25.17	25.62	26.09	26.46	27.03	27.51	28.01	28.51	29.03
6	25.12	25.57	26.03	26.49	26.97	27.45	27.95	28.45	28.97	29.49	30.03	30.56

Lvl	42	43	44	45	46	47	48	49	50	51	52	53
4	27.99	28.49	29.01	29.53	30.07	30.61	31.17	31.73	32.31	32.90	33.49	34.09
5	29.55	30.09	30.63	31.19	31.75	32.33	32.92	33.51	34.12	34.73	35.36	36.00
6	31.12	31.67	32.24	32.81	33.40	34.01	34.62	35.25	35.89	36.53	37.19	37.86

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

SALARY SCHEDULE for OPERATIONS and FOOD SERVICE (continued)

SKILLED AUXILIARY

Maintenance Technician

Master Maintenance Technician (Level 8)
(Level 8)

Electrician (Level 8) Plumber
(Level 8)

Painter (Level 7) Carpenter
Mechanic (Level 7)

Lvl	6	7	8	9	10	11	12	13	14	15	16	17
7	16.00	16.38	16.74	17.13	17.54	17.96	18.37	18.81	19.24	19.72	20.17	20.64
8	17.10	17.47	17.85	18.27	18.70	19.14	19.59	20.05	20.53	21.01	21.51	22.01
9	18.16	18.54	18.87	19.32	19.77	20.23	20.72	21.21	21.70	22.22	22.75	23.29

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
7	21.13	21.64	22.01	22.40	22.81	23.20	23.61	24.04	24.46	24.91	25.35	25.81
8	22.53	23.07	23.47	23.91	24.32	24.76	25.20	25.64	26.10	26.57	27.05	27.54
9	23.85	24.39	24.83	25.27	25.72	26.19	26.64	27.12	27.9	28.10	28.60	29.12

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
7	26.27	26.74	27.23	27.71	28.21	28.71	29.23	29.75	30.29	30.84	31.39	31.96
8	28.04	28.54	29.06	29.58	30.12	30.66	31.22	31.78	32.36	32.95	33.54	34.15
9	29.64	30.18	30.72	31.28	31.85	32.42	33.01	33.60	34.21	34.82	35.45	36.09

Lvl	42	43	44	45	46	47	48	49	50	51	52	53
7	32.53	33.12	33.71	34.321	34.94	35.56	36.20	36.85	37.52	38.20	38.89	39.58
8	34.76	35.39	36.03	36.67	37.33	38.01	38.69	39.39	40.10	40.81	41.55	42.30
9	36.73	37.39	38.07	38.75	39.45	40.16	40.88	41.62	42.37	43.14	43.91	44.70

Lvl	54	55	56	57	58
7	40.30	41.03	41.76	42.51	43.28
8	43.06	43.83	44.62	45.43	46.25
9	45.51	46.33	47.17	48.02	48.88

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

SALARIES of SUBSTITUTE PERSONNEL

TEACHERS

Substitute teachers will receive base pay of \$65.00 per day. In order to qualify for the Regular substitute list a person must possess at least 60 college hours. In order to qualify for the Emergency substitute list a person must possess at least 30 college hours.

Any person with a bachelor's degree or higher will be paid at a rate of \$90.00 per day. Any person with bachelor's degree and a valid Texas Teacher Certificate will be paid at a rate of \$120.00 per day.

If a period of full-time continuous substitution in one assignment equals fifteen (15) duty days or more, and the substitute holds a valid Texas Teacher Certificate, that substitute shall be paid at a rate of a regular teacher at the base pay level for the appropriate degree, effective the first day of continuous employment in that assignment.

A valid Texas Teacher Certificate is one with an effective date prior to February 1, 1986, to which the teacher's TECAT sticker has been affixed, OR a certificate with an issue date after February 1, 1986.

The Superintendent of Schools shall approve each instance in which substitute pay becomes equal to regular base pay.

EDUCATIONAL AIDES AND SECRETARIES

Substitute educational aides and educational secretaries (including clerks) will receive base pay of \$58 per day. If a period of full-time continuous substitution in one position equals fifteen (15) duty days or more, and the substitute holds or is eligible for a valid Texas Educational Aide certificate, that substitute shall be paid at the base pay level on the appropriate salary scale for that assignment, effective the first day of continuous employment in that assignment.

The Superintendent of Schools shall approve each instance in which substitute pay becomes equal to regular base pay.

AUXILIARY EMPLOYEES

Substitute auxiliary employees will receive base pay of \$8.50 per hour, with the exception of bus drivers, who receive \$17.00 per hour.