

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.


[Office of the Superintendent]

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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.

COMPENSATION AND BENEFITS
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**** PROFESSIONAL CLASSROOM TEACHER ONLY SALARY SCHEDULE**

<u>2026-27</u>			
Years of Experience *	STEPS	Base for BA Degree	Base for MA Degree
0	1	55,168	59,507
1	2	55,734	60,073
2	3	56,249	60,588
3	4	59,550	63,863
4	5	59,853	64,166
5	6	65,166	69,479
6	7	65,469	69,782
7	8	65,772	70,085
8	9	66,075	70,388
9	10	66,479	70,792
10	11	66,883	71,196
11	12	67,388	71,701
12	13	67,893	72,206
13	14	68,903	73,216
14	15	69,913	74,226
15	16	70,418	74,731
16	17	70,923	75,236
17	18	72,438	76,751
18	19	73,145	77,458
19	20	74,458	78,771
20,21,22	21	74,963	79,276
23	22	75,468	79,781
24	23	75,973	80,286
25	24	76,478	80,791
26,27,28,29,30	25	76,781	81,094
31	26	77,488	81,801
32	27	78,094	82,407
33	28	78,599	82,912
34	29	79,306	83,619
35	30	80,720	85,134
36	31	81,932	86,346
37	32	83,346	87,760
38	33	84,760	89,275
39	34	86,073	90,588
40	35	87,588	91,800
41	36	88,800	93,315
42	37	90,315	94,729
43	38	92,032	96,345
44	39	93,749	97,961
45,46,47,48	40	95,466	99,678
49	41	96,421	100,645

Salaries listed above are based on 187 days.

Andrews ISD
002901

COMPENSATION AND BENEFITS
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** HB2 creates a new FSP “Teacher Incentive Allotment” for school districts with 5,000 or fewer students enrolled. This allotment would consist of \$4,000 for each “classroom teacher” with at least 3 but less than 5 years of experience, and \$8,000 for each “classroom teacher” with 5 or more years of experience. These raises must be \$4,000 or \$8,000 above what a teacher made the year prior in 2024-2025. The salary schedule that includes HB2 required raises are contingent on TEA funding each two-year legislative cycle.

COMPENSATION AND BENEFITS
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***** PROFESSIONAL SUPPORT STAFF (non-classroom teachers) ONLY SALARY SCHEDULE**

<u>2026-27</u>			
Years of Experience *	STEPS	Base for BA Degree	Base for MA Degree
0	1	55,168	56,507
1	2	55,734	57,073
2	3	56,249	57,588
3	4	56,661	58,000
4	5	56,970	58,309
5	6	58,309	59,649
6	7	58,618	59,958
7	8	58,927	60,267
8	9	59,237	60,576
9	10	59,649	60,988
10	11	60,061	61,400
11	12	60,576	61,915
12	13	61,091	62,430
13	14	62,121	63,460
14	15	63,151	64,491
15	16	63,666	65,006
16	17	64,181	65,521
17	18	65,727	67,066
18	19	66,448	67,787
19	20	67,787	69,126
20,21,22	21	68,302	69,642
23	22	68,817	70,157
24	23	69,332	70,672
25	24	69,848	71,187
26,27,28,29,30	25	70,157	71,496
31	26	70,878	72,217
32	27	71,496	72,835
33	28	72,011	73,350
34	29	72,732	74,071
35	30	74,174	75,617
36	31	75,411	76,853
37	32	76,853	78,295
38	33	78,295	79,841
39	34	79,634	81,180
40	35	81,180	82,416
41	36	82,416	83,961
42	37	83,961	85,404
43	38	85,713	87,052
44	39	87,464	88,700
45	40	89,215	90,452
46,47,48,49,50+	41	91,013	92,274

Salaries listed above are based on 187 days

Andrews ISD
002901

COMPENSATION AND BENEFITS
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*** HB2 creates a new FSP “Support Staff Allotment.” The annual support staff allotment is equal to \$45 x the adjusted average daily attendance. The annual support staff allotment is specifically intended to increase the salaries of school counselors, librarians, nurses, and other non-administrative support staff. In addition, this allotment is also intended to be used for teachers with 0-2 years of experience, teacher assistants or aides, custodians, food service staff, bus drivers, and administrative assistants.

COMPENSATION AND BENEFITS
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Alt-Cert Professional Salary Schedule
2026-27

Years of Experience	Steps	Base for BA (Alt-Cert Program)
0	1	55,168
1	1	55,168
2	1	55,168
(the employee shall exit the alt-cert pay scale and move to the regular AISD pay scale upon completion of the alt-cert program at the equivalent year of experience with the District)		
(if employee is not complete with certification at the end of alt-cert year 3, the employee's contract is void)		

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Teacher Incentive Allotment (TIA) Compensation Plan Language

For any funds received by Andrews ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for any of the following: (district surcharges such as TRS, benefits and retirement contributions for designated teacher, or paid directly to the designated teacher).

Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payments to the resigned or retired designated teacher as soon as practicable as long as the resigned or retired designated teacher completed their contract for that year.

TIA payments will be made as a one-time stipend in August, but no later than August 31st of their contract year.

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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 or other professional support staff 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	25	197	10.5
Counselor, Elementary	08	197	10.5
Counselor, Middle School	08	206	11.0
Counselor, Middle School	10	225	12.0
Counselor, High School	10	225	12.0
Band Director, Middle School	15	197	10.5
Band Director, High School	25	206/225	11.0/12
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	206/225	11.0/12
Asst Choral Director, Middle School	10	197	10.5
Asst Choral Director, High School	10	197	10.5
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
UIL Coordinator, High School	15	187	10.0
UIL OAP Director, High School	10	187	10.0
UIL OAP Asst Dir, High School	07	187	10.0
UIL OAP Director, Middle School	04	187	10.0
Accompanist, Choir	10	187	10.0
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)	05 per campus	202	10.5
Curriculum & Instruction Coach (CIC)	05 per campus	207	11.0
Librarian	00	197	10.5
Lic Spec in School Psychology (LSSP)	35	197	10.5
Occupational Therapist	10	197	10.5
Speech-Language Pathologist (SLP)	35	197	10.5
Speech-Language Pathologist Asst	15	197	10.5
Dyslexia Therapist	10	187	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 Head Football Coach.

(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
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).	
<u>MIDDLE SCHOOL</u>	
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
<u>DISTRICT</u>	
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	2,000.00
Dual Language Program (DLP) Teacher	1,000.00
<u>ELEMENTARY</u>	
**Per Current UIL Constitution & Contest Rules	500.00

COMPENSATION AND BENEFITS
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SALARY SCHEDULE for TEACHER AIDES

STEPS	6	7	8	9	10	11	12	13	14	15
Level I	1259	1307	1344	1383	1422	1462	1506	1550	1594	1641
Level II	1402	1450	1490	1528	1571	1613	1656	1701	1748	1796
Level III	1474	1521	1558	1597	1637	1677	1720	1764	1809	1855
Level IV	1577	1627	1667	1709	1752	1795	1840	1889	1936	1985

STEPS	16	17	18	19	20	21	22	23	24	25
Level I	1689	1737	1788	1840	1896	1950	2007	2064	2102	2139
Level II	1843	1894	1947	2001	2057	2112	2171	2231	2268	2307
Level III	1904	1952	2003	2055	2109	2164	2222	2280	2316	2354
Level IV	2036	2089	2143	2200	2259	2315	2376	2440	2478	2520

STEPS	26	27	28	29	30	31	32	33	34	35
Level I	2177	2215	2253	2295	2335	2375	2417	2461	2503	2548
Level II	2346	2385	2424	2467	2506	2548	2593	2636	2680	2726
Level III	2392	2430	2468	2508	2548	2591	2632	2675	2718	2763
Level IV	2559	2599	2642	2685	2728	2771	2816	2862	2908	2955

STEPS	36	37	38	39	40	41	42	43	44	45
Level I	2594	2640	2687	2735	2784	2835	2884	2936	2990	3043
Level II	2772	2820	2870	2918	2968	3020	3072	3124	3180	3236
Level III	2807	2855	2902	2950	2998	3048	3099	3152	3206	3265
Level IV	3004	3054	3105	3157	3209	3263	3316	3371	3432	3493

STEPS	46	47	48	49	50	51
Level I	3099	3154	3209	3266	3331	3398
Level II	3291					
Level III	3312					
Level IV	3555					

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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.

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
	1458	1516	1565	1608	1652	1696	1751	1787	1836	1885	1937	1990	2044

STEPS	19	20	21	22	23	24	25	26	27	28	29	30	31
	2100	2134	2170	2206	2241	2279	2317	2355	2398	2440	2485	2529	2575

STEPS	32	33	34	35	36	37	38	39	40	41	42	43	44
	2621	2669	2717	2766	2816	2867	2918	2969	3023	3077	3132	3189	3244

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
	1882	1949	2013	2067	2125	2181	2238	2302	2365	2429	2494	2563	2634

STEPS	19	20	21	22	23	24	25	26	27	28	29	30	31
	2709	2754	2798	2846	2893	2941	2990	3043	3098	3154	3210	3267	3326

STEPS	32	33	34	35	36	37	38	39	40	41	42
	3387	3446	3509	3573	3637	3701	3768	3837	3906	3976	4046

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
	2013	2078	2147	2206	2266	2328	2392	2458	2525	2594	2667	2741	2816

STEPS	19	20	21	22	23	24	25	26	27	28	29	30	31
	2893	2942	2992	3042	3091	3146	3197	3251	3307	3365	3424	3486	3546

STEPS	32	33	34	35	36	37	38	39	40	41	42	43
	3610	3675	3741	3808	3877	3946	4018	4090	4163	4238	4315	4392

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SALARY SCHEDULE for SECRETARIES (continued)

SECRETARY IV

Campus Level

None

Central Level

Secy to Executive Staff

Tax Office Class 2 collector

STEPS	6	7	8	9	10	11	12	13	14	15	16	17
	2147	2214	2280	2342	2405	2472	2541	2611	2683	2757	2834	2912

STEPS	18	19	20	21	22	23	24	25	26	27	28	29
	2994	3077	3128	3181	3237	3288	3344	3402	3461	3523	3587	3653

STEPS	30	31	32	33	34	35	36	37	38	39	40	41
	3718	3784	3853	3922	3994	4066	4139	4213	4290	4366	4443	4523

STEPS	42	43	44	45	46
	4605	4688	4774	4859	4947

SECRETARY V

Campus Level

Admissions Officer & Transcriptionist

Central Level

None

STEPS	6	7	8	9	10	11	12	13	14	15	16	17
	2280	2342	2413	2477	2546	2616	2688	2763	2840	2920	3002	3086

STEPS	18	19	20	21	22	23	24	25	26	27	28	29
	3170	3259	3315	3370	3427	3486	3544	3605	3666	3728	3792	3856

STEPS	30	31	32	33	34	35	36	37	38
	3922	3989	4061	4131	4205	4278	4355	4432	4510

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)
HR Clerk (Level 2)

Campus Level

Accompanist (Level 1)

Tax Office

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

Lvl	6	7	8	9	10	11	12	13	14	15	16	17
1	3086	3170	3259	3315	3370	3427	3486	3544	3605	3666	3728	3792
2	3315	3370	3427	3486	3544	3605	3666	3728	3792	3856	3922	3989
3	3542	3573	3594	3656	3720	3782	3845	3910	3981	4048	4114	4186

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
1	3856	3922	3989	4061	4131	4205	4278	4354	4432	4510	4590	4672
2	4061	4131	4205	4278	4354	4432	4510	4590	4672	4755	4840	4926
3	4264	4341	4419	4499	4578	4659	4742	4829	4914	5002	5090	5179

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
1	4755	4842	4928	5016	5109	5200	5293	5387	5485	5582	5685	5787
2	5014	5106	5198	5291	5386	5483	5581	5683	5784	5888	5994	6104
3	5274	5370	5466	5565	5664	5766	5870	5976	6085	6192	6304	6418

Lvl	42	43	44	45	46	47
1	5890	5998				
2	6213	6326				
3	6533	6651	6770	6890	7011	7151

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.

COMPENSATION AND BENEFITS
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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)
Head Cook (Level 2)
Other Helpers (Level 1)

Custodial Personnel
Head Custodian (Level 3)
Other Custodians (Level 2)
Groundskeeper (Level 2)
Printer's Helper (Level 1)

Lvl	6	7	8	9	10	11	12	13	14	15	16	17
1	10.01	10.39	10.71	11.13	11.50	11.82	12.18	12.52	12.89	13.24	13.63	14.03
2	11.00	11.37	11.68	12.05	12.47	12.82	13.21	13.59	13.99	14.40	14.82	15.25
3	12.05	12.41	12.78	13.16	13.60	14.00	14.41	14.83	15.26	15.70	16.16	16.65

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
1	14.27	14.50	14.76	15.02	15.29	15.54	15.82	16.11	16.38	16.67	16.95	17.26
2	15.51	15.79	16.08	16.35	16.64	16.93	17.24	17.53	17.84	18.17	18.48	18.80
3	16.93	17.24	17.53	17.84	18.17	18.47	18.79	19.14	19.46	19.81	20.17	20.53

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
1	17.55	17.86	18.20	18.50	18.82	19.17	19.50	19.85	20.22	20.57	20.94	21.33
2	19.14	19.48	19.83	20.17	20.54	20.90	21.29	21.66	22.05	22.46	22.86	23.28
3	20.88	21.26	21.63	22.00	22.40	22.80	23.22	23.63	24.05	24.49	24.93	25.39

Lvl	42	43	44	45	46	47	48	49	50	51	52	53
1	21.71	22.09	22.50	22.90	23.32	23.74	24.15	24.59	25.06	25.52	25.95	26.42
2	23.69	24.11	24.55	24.99	25.44	25.90	26.37	26.84	27.33	27.82	28.32	28.83
3	25.84	26.31	26.78	27.25	27.75	28.24	28.75	29.26	29.79	30.32	30.88	31.44

Lvl	54	55	56	57
1	26.89	27.37	27.86	28.36
2	29.34	29.87	30.40	30.94
3	32.00	32.57	33.15	33.74

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

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	13.09	13.41	13.80	14.21	14.62	15.06	15.49	15.95	16.42	16.90	17.40	17.91
5	14.18	14.51	14.88	15.30	15.71	16.15	16.59	17.03	17.50	17.97	18.49	18.99
6	15.28	15.61	15.99	16.40	16.82	17.24	17.68	18.14	18.60	19.08	19.56	20.05

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
4	18.44	18.97	19.32	19.67	20.00	20.36	20.73	21.09	21.47	21.85	22.25	22.63
5	19.51	20.04	20.42	20.77	21.13	21.52	21.88	22.29	22.68	23.07	23.49	23.91
6	20.58	21.09	21.48	21.85	22.25	22.63	23.04	23.46	23.88	24.30	24.72	25.16

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
4	23.03	23.46	23.87	24.31	24.74	25.17	25.63	26.09	26.57	27.05	27.55	28.04
5	24.35	24.78	25.21	25.67	26.13	26.61	26.99	27.57	28.06	28.57	29.08	29.61
6	25.62	26.08	26.55	27.02	27.51	28.00	28.51	29.02	29.55	30.08	30.63	31.17

Lvl	42	43	44	45	46	47	48	49	50	51	52	53
4	28.55	29.06	29.59	30.12	30.67	31.22	31.79	32.36	32.96	33.56	34.16	34.77
5	30.14	30.69	31.24	31.81	32.39	32.98	33.58	34.18	34.80	35.42	36.07	36.72
6	31.74	32.30	32.88	33.47	34.07	34.69	35.31	35.96	36.61	37.26	37.93	38.62

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

SALARY SCHEDULE for OPERATIONS and FOOD SERVICE (continued)

SKILLED AUXILIARY

Maintenance Technician

Master Maintenance Technician (Level 8)
Carpenter (Level 8)
Electrician (Level 8)
Plumber (Level 8)

Painter (Level 7)
Mechanic (Level 7)

Lvl	6	7	8	9	10	11	12	13	14	15	16	17
7	16.32	16.71	17.07	17.47	17.89	18.32	18.74	19.19	19.62	20.11	20.57	21.05
8	17.44	17.82	18.21	18.64	19.07	19.52	19.98	20.45	20.94	21.43	21.94	22.45
9	18.52	18.91	19.25	19.71	20.17	20.63	21.13	21.63	22.13	22.66	23.21	23.76

Lvl	18	19	20	21	22	23	24	25	26	27	28	29
7	21.55	22.07	22.45	22.85	23.27	23.66	24.08	24.52	24.95	25.41	25.86	26.33
8	22.98	23.53	23.94	24.39	24.81	25.26	25.70	26.15	26.62	27.10	27.59	28.09
9	24.33	24.88	25.33	25.78	26.23	26.71	27.17	27.66	28.14	28.66	29.17	29.70

Lvl	30	31	32	33	34	35	36	37	38	39	40	41
7	26.80	27.27	27.77	28.26	28.77	29.28	29.81	30.35	30.90	31.46	32.02	32.60
8	28.60	29.11	29.64	30.17	30.72	31.27	31.84	32.42	33.01	33.61	34.21	34.83
9	30.23	30.78	31.33	31.91	32.49	33.07	33.67	34.27	34.89	35.52	36.16	36.81

Lvl	42	43	44	45	46	47	48	49	50	51	52	53
7	33.18	33.78	34.38	35.01	35.64	36.27	36.92	37.59	38.27	38.96	39.67	40.37
8	35.46	36.10	36.75	37.40	38.08	38.77	39.46	40.18	40.90	41.63	42.38	43.15
9	37.46	38.14	38.83	39.53	40.24	40.96	41.70	42.45	43.22	44.00	44.79	45.59

Lvl	54	55	56	57	58	59	60	61	62	63	64	65
7	41.11	41.85	42.60	43.36	44.15	44.94						
8	43.92	44.71	45.51	46.34	47.18	48.02						
9	46.42	47.26	48.11	48.98	49.86	50.76	51.67	52.60	53.55	54.51	55.49	56.49

Lvl	66	67	68	69	70	71
7						
8						
9	57.51	58.55	59.60	60.67	61.76	62.87

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

SALARIES of SUBSTITUTE PERSONNEL

TEACHERS

Substitute teachers will receive base pay of **\$90.00** 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 **\$120.00** per day. Any person with bachelor's degree and a valid Texas Teacher Certificate will be paid at a rate of **\$150.00** 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 **\$75.00** 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 **\$11.00** per hour, with the exception of bus drivers, who receive **\$17.00** per hour.