



**SOUTH TEXAS ISD**  
**2011-2012**  
**COMPENSATION PLANS**

**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT**

**2011-2012 PAY SCHEDULE FOR CENTRAL OFFICE ADMINISTRATORS**

	2010-2011	2011-2012
Deputy Superintendent	\$98,100	\$98,100
Assistant Superintendent for Finance	\$97,200	\$97,200
Administrator for Support Services	\$92,342	\$92,342
STISD/UTPA Coordinator	\$60,000	

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ADOPTED ON JUNE 21, 2011

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT  
 2011-2012 Professional Personnel State & Local  
 Compensation Schedule

Step	Annual Salary B.A. Teacher for 187 Days	Annual Salary M.A. Teacher for 187 days	Annual Salary M.A. Librarian for 202 days 1.05 Weight	Annual Salary M.A. Librarian for 220 days 1.16 Weight	Annual Salary Couns. Diag. for 202 days 1.10 Weight	Annual Salary Asst. Prin. for 202 days 1.16 weight	Annual Salary Principal for 226 days 1.26 weight
0	\$39,600	\$40,900	\$46,390	\$55,816	\$48,599	\$51,250	\$62,282
1	\$40,170	\$41,470	\$47,036	\$56,594	\$49,276	\$51,964	\$63,150
2	\$40,750	\$42,050	\$47,694	\$57,386	\$49,965	\$52,691	\$64,033
3	\$41,340	\$42,640	\$48,363	\$58,191	\$50,666	\$53,430	\$64,931
4	\$42,580	\$43,880	\$49,770	\$59,883	\$52,140	\$54,984	\$66,820
5	\$43,820	\$45,120	\$51,176	\$61,576	\$53,613	\$56,538	\$68,708
6	\$45,060	\$46,360	\$52,583	\$63,268	\$55,087	\$58,091	\$70,596
7	\$46,210	\$47,510	\$53,887	\$64,837	\$56,453	\$59,532	\$72,347
8	\$47,300	\$48,600	\$55,123	\$66,325	\$57,748	\$60,898	\$74,007
9	\$48,330	\$49,630	\$56,292	\$67,730	\$58,972	\$62,189	\$75,576
10	\$49,300	\$50,600	\$57,392	\$69,054	\$60,125	\$63,404	\$77,053
11	\$50,220	\$51,520	\$58,435	\$70,310	\$61,218	\$64,557	\$78,454
12	\$51,100	\$52,400	\$59,433	\$71,511	\$62,264	\$65,660	\$79,794
13	\$51,910	\$53,210	\$60,352	\$72,616	\$63,226	\$66,675	\$81,027
14	\$52,690	\$53,990	\$61,237	\$73,680	\$64,153	\$67,652	\$82,215
15	\$53,420	\$54,720	\$62,065	\$74,677	\$65,020	\$68,567	\$83,327
16	\$54,120	\$55,420	\$62,859	\$75,632	\$65,852	\$69,444	\$84,393
17	\$54,770	\$56,070	\$63,596	\$76,519	\$66,624	\$70,258	\$85,382
18	\$55,390	\$56,690	\$64,299	\$77,365	\$67,361	\$71,035	\$86,326
19	\$55,980	\$57,280	\$64,968	\$78,170	\$68,062	\$71,775	\$87,225
20	\$56,530	\$57,830	\$65,592	\$78,921	\$68,716	\$72,464	\$88,062
21-23	\$57,530	\$58,830	\$66,726	\$80,286	\$69,904	\$73,717	\$89,585
24-26	\$58,530	\$59,830	\$67,861	\$81,650	\$71,092	\$74,970	\$91,108
27+	\$59,530	\$60,830					

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**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT**

**2011-2012 SALARY SUPPORT SERVICES PERSONNEL COMPENSATION SCHEDULE**

**SALARY SUPPORT SERVICES PERSONNEL DAILY RATE**

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
PAYGRADE I	96.63	99.64	102.79	106.08	109.52	113.12	116.46	119.93	123.54	127.30	131.20	135.26
PAYGRADE II		138.43	141.70	145.06	148.52	152.09	155.76	159.54	163.44	167.46	171.59	175.85
PAYGRADE III		184.62	189.27	194.06	198.99	204.07	209.30					
PAYGRADE IV		275.00	285.00	295.00	205.00	315.00	325.00					

**COLLEGE INCENTIVE PLAN**

Carnegie Credits	Monthly Incentive
30-59 hrs.	\$70.00
60-89 hrs.	\$140.00
90 + hrs.	\$210.00
B.A. Degree	\$280.00

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**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT**

**2011-2012 PARAPROFESSIONAL COMPENSATION SCHEDULE**

**PARAPROFESSIONAL DAILY RATE**

	PAYGRADE I	PAYGRADE II	PAYGRADE III	PAYGRADE IV	PAYGRADE V
STEP 0	\$96.70				
STEP 1	\$98.81	\$126.04	\$158.23	\$191.88	249.14
STEP 2	\$100.99	\$129.62	\$161.92	\$198.09	256.61
STEP 3	\$103.25	\$133.35	\$165.72	\$204.55	264.32
STEP 4	\$105.58	\$137.22	\$169.63	\$211.28	272.25
STEP 5	\$108.00	\$141.25	\$173.66	\$218.27	280.42
STEP 6	\$110.50	\$145.44	\$177.82	\$225.54	288.84
STEP 7	\$113.09	\$149.80	\$182.09	\$233.10	297.51
STEP 8	\$115.77	\$154.33	\$186.50	\$240.97	306.44
STEP 9	\$118.55	\$159.04	\$191.04	\$249.14	315.64
STEP 10	\$121.42	\$163.94	\$195.71	\$257.65	325.11
STEP 11	\$124.39	\$169.04	\$200.52	\$266.50	334.87
STEP 12-13	\$127.47	\$174.34	\$210.44	\$275.70	344.92
STEP 14-15	\$130.65	\$179.86	\$215.70	\$285.26	355.27
STEP 16-17	\$133.95	\$185.59	\$221.11	\$297.89	365.93

**COLLEGE INCENTIVE PLAN**

Carnegie Credits	Monthly Incentive	Daily Rate
30-59 hrs.	\$70.00	3.74
60-89 hrs.	\$140.00	7.49
90 + hrs.	\$210.00	11.23
B.A. Degree.	\$280.00	14.98

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**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT**

**2011-2012 HOURLY EMPLOYEES COMPENSATION SCHEDULE**

**Rate schedule for hourly employees**

Step	Cafeteria & Maintenance	Bus Driver	Cafeteria Supervisors
0	9.76	10.69	10.32
1	9.94	10.90	10.63
2	10.13	11.12	10.94
3	10.33	11.35	11.29
4	10.43	11.58	11.62
5	10.53	11.71	11.95
6	10.63	11.83	12.28
7	10.74	11.95	12.64
8	10.84	12.08	13.00
9	10.95	12.21	13.37
10	11.06	12.34	13.77
11	11.17	12.47	14.17
12	11.29	12.60	14.60
13	11.40	12.74	15.05
14	11.52	12.88	15.50
15	11.64	13.02	15.95
16	11.76	13.16	
17	11.88	13.30	
18	12.01	13.45	
19	12.14	13.60	
20	12.27	13.75	

**COLLEGE INCENTIVE PLAN**

Carnegie Credits	Monthly Incentive
30-59 hrs.	\$70.00
60-89 hrs.	\$140.00
90 + hrs.	\$210.00
B.A. Degree	\$280.00

ADOPTED JUNE 21, 2011

- Bus monitors are paid \$ 9.76 per hour at all levels of experience, all hours are overtime
- Bus monitors/drivers with CDL are paid \$ 10.69 per hour at all levels of experience, all hours are overtime
- Average three hours of overtime per day for 180 days of bus monitoring/driving
- Custodians that work the 11:00 PM to 7:30 AM shift will receive an additional \$ 2.00 per hour
- Night custodians do not work overtime
- Cafeteria workers work approximately 1600 hours a year

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