

**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT**

**2012-2013 PAY SCHEDULE FOR CENTRAL OFFICE ADMINISTRATORS**

				2011-2012	2012-2013
Deputy Superintendent				\$98,100	\$104,000
Assistant Superintendent for Finance				\$97,200	\$99,200
Administrator for Support Services				\$92,342	\$94,342

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ADOPTED JUNE 19, 2012

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT  
 2012-2013 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
0	40,600	41,900	47,524	57,181	49,787	52,503
1	41,170	42,470	48,171	57,959	50,464	53,217
2	41,750	43,050	48,828	58,751	51,154	53,944
3	42,340	43,640	49,498	59,556	51,855	54,683
4	43,580	44,880	50,904	61,248	53,328	56,237
5	44,820	46,120	52,310	62,940	54,801	57,791
6	46,060	47,360	53,717	64,632	56,275	59,344
7	47,210	48,510	55,021	66,202	57,641	60,785
8	48,300	49,600	56,258	67,689	58,936	62,151
9	49,330	50,630	57,426	69,095	60,160	63,442
10	50,300	51,600	58,526	70,419	61,313	64,657
11	51,220	52,520	59,569	71,674	62,406	65,810
12	52,100	53,400	60,568	72,875	63,452	66,913
13	52,910	54,210	61,486	73,981	64,414	67,928
14	53,690	54,990	62,371	75,045	65,341	68,905
15	54,420	55,720	63,199	76,041	66,208	69,820
16	55,120	56,420	63,993	76,997	67,040	70,697
17	55,770	57,070	64,730	77,884	67,813	71,511
18	56,390	57,690	65,433	78,730	68,549	72,288
19	56,980	58,280	66,103	79,535	69,250	73,028
20	57,530	58,830	66,726	80,286	69,904	73,717
21-23	58,530	59,830	67,861	81,650	71,092	74,970
24-26	59,530	60,830	68,995	83,015	72,280	76,223
27+	60,530	61,830				

**ADOPTED JUNE 19, 2012**

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT

2012-2013 PARAPROFESSIONAL COMPENSATION SCHEDULE

PARAPROFESSIONAL DAILY RATE

	PAYGRADE I	PAYGRADE II	PAYGRADE III	PAYGRADE IV	PAYGRADE V
STEP 0	\$102.05				
STEP 1	\$104.16	\$131.39	\$163.58	\$197.23	\$254.49
STEP 2	\$106.34	\$134.97	\$167.27	\$203.44	\$261.96
STEP 3	\$108.60	\$138.70	\$171.07	\$209.90	\$269.67
STEP 4	\$110.93	\$142.57	\$174.98	\$216.63	\$277.60
STEP 5	\$113.35	\$146.60	\$179.01	\$223.62	\$285.77
STEP 6	\$115.85	\$150.79	\$183.17	\$230.89	\$294.19
STEP 7	\$118.44	\$155.15	\$187.44	\$238.45	\$302.86
STEP 8	\$121.12	\$159.68	\$191.85	\$246.32	\$311.79
STEP 9	\$123.90	\$164.39	\$196.39	\$254.49	\$320.99
STEP 10	\$126.77	\$169.29	\$201.06	\$263.00	\$330.46
STEP 11	\$129.74	\$174.39	\$205.87	\$271.85	\$340.22
STEP 12-13	\$132.82	\$179.69	\$215.79	\$281.05	\$350.27
STEP 14-15	\$136.00	\$185.21	\$221.05	\$290.61	\$360.62
STEP 16-17	\$139.30	\$190.94	\$226.46	\$303.24	\$371.28

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

## 2012-2013 HOURLY EMPLOYEES COMPENSATION SCHEDULE

### Rate schedule for hourly employees

Step	Cafeteria & Maintenance	Bus Driver	Cafeteria Supervisors
0	10.24	11.17	10.97
1	10.42	11.38	11.28
2	10.61	11.60	11.59
3	10.81	11.83	11.94
4	10.91	12.06	12.27
5	11.01	12.19	12.60
6	11.11	12.31	12.93
7	11.22	12.43	13.29
8	11.32	12.56	13.65
9	11.43	12.69	14.02
10	11.54	12.82	14.42
11	11.65	12.95	14.82
12	11.77	13.08	15.25
13	11.88	13.22	15.70
14	12.00	13.36	16.15
15	12.12	13.50	16.60
16	12.24	13.64	
17	12.36	13.78	
18	12.49	13.93	
19	12.62	14.08	
20	12.75	14.23	

### 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 19, 2012

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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**SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT**  
**2012-2013 SALARY SUPPORT SERVICES PERSONNEL COMPENSATION SCHEDULE**  
**SALARY SUPPORT SERVICES PERSONNEL DAILY RATE**

STEP	Pay Grade I	Pay Grade II	Pay Grade III	Pay Grade IV
0	\$101.98	\$140.51	\$185.32	\$270.35
1	\$104.99	\$143.78	\$189.97	\$280.35
2	\$108.14	\$147.05	\$194.62	\$290.35
3	\$111.43	\$150.41	\$199.41	\$300.35
4	\$114.87	\$153.87	\$204.34	\$310.35
5	\$118.47	\$157.44	\$209.42	\$320.35
6	\$121.81	\$161.11	\$214.65	\$330.35
7	\$125.28	\$164.89		
8	\$128.89	\$168.79		
9	\$132.65	\$172.81		
10	\$136.55	\$176.94		
11	\$140.61	\$181.20		

**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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