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 that 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 unless exceptions are granted by the Board.

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.

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

COMPENSATORY TIME

Compensatory time earned by nonexempt employees may not accumulate beyond a maximum of 60 hours.

Compensatory time shall be used within the duty year in which it is earned. Use of Compensatory time may be at the employee's request or as determined by the employee's supervisor to protect the District's schedules and activities.

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
SALARIES, WAGES, AND STIPENDS

PROFESSIONAL SALARY SCHEDULE

2010-2011

Years of Experience *	STEPS	STATE BASE	Base for BA Degree	Base for MA Degree
0	1	27,320	43,246	44,746
1	2	27,910	44,565	46,065
2	3	28,490	45,800	47,300
3	4	29,080	46,979	48,479
4,5,6	5	30,320-32,800	48,075	49,575
7	6	33,950	49,136	50,636
8	7	35,040	50,128	51,628
9	8	36,070	51,049	52,549
10,11,12,13,14	9	37,040-40,430	51,948	53,448
15	10	41,160	52,776	54,276
16	11	41,860	53,569	55,069
17	12	42,510	54,315	55,815
18	13	43,130	55,015	56,515
19	14	43,720	55,692	57,192
20	15	44,270	56,322	57,822
21	16	44,270	57,116	58,616
22	17	44,270	57,908	59,408
23	18	44,270	58,703	60,203
24	19	44,270	59,623	61,123
25	20	44,270	60,561	62,061
26	21	44,270	61,513	63,013
27	22	44,270	62,548	64,048
28	23	44,270	63,600	65,100
29	24	44,270	64,672	66,172
30,	25	44,270	65,763	67,263
31,32,33,34,35	26	44,270	66,873	68,373
36,37,38,39,40	27	44,270	68,003	69,503
41,42,43,44,45,46	28	44,270	69,154	70,654
47	29	44,270	70,375	71,875
48	30	44,270	71,625	73,125
49	31	44,270	72,914	74,414
50	32	44,270	74,226	75,726
51	33	44,270		77,062
52	34	44,270		78,422

Salaries listed above are based on 187 days.

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

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.

Salaries for the positions of the superintendent, assistant superintendents, and athletic director shall be negotiable.

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.

Title of Position	Ratio Factor	Days Scheduled	No. Mos. Duty
Director of Personnel III	35	225	12
Director of Personnel II	30	225	12
Director of Personnel I	25	225	12
Senior High Principal III	45	216	11.5
Senior High Principal II	40	216	11.5
Senior High Principal I	35	216	11.5
Middle School Principal III	35	216	11.5
Middle School Principal II	30	216	11.5
Middle School Principal I	25	216	11.5
Elementary Principal III	30	216	11.5
Elementary Principal II	25	216	11.5
Elementary Principal I	20	216	11.5
Assistant Sr High Principal VI	27	206	11
Assistant Sr High Principal V	25	206	11
Assistant Sr High Principal IV	22	206	11
Assistant Sr High Principal III	20	206	11
Assistant Sr High Principal II	17	206	11
Assistant Sr High Principal I	15	206	11
Assistant MS Principal III	25	206	11
Assistant MS Principal II	20	206	11
Assistant MS Principal I	15	206	11
Assistant Elementary Principal III	20	206	11
Assistant Elementary Principal II	17	206	11
Assistant Elementary Principal I	15	206	11
Business Manager III	25	225	12
Business Manager II	20	225	12
Business Manager I	15	225	12
Tax Assessor-Collector III	25*	225	12
Tax Assessor-Collector II	20*	225	12
Tax Assessor-Collector I	15*	225	12

**Qualifies for ratio factor only while serving as Chief Appraiser for the Single Appraisal District.

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

Professional Staff Contracts and Compensation Plans (continued)

Title of Position	Ratio Factor	Days Scheduled	No. Mos. Duty
Director of Special Services III	15	225	12
Director of Special Services II	10	225	12
Director of Special Services I	05	225	12
Director of Technology & Info Svcs III	20	225	12
Director of Technology & Info Svcs II	15	225	12
Director of Technology & Info Svcs I	10	225	12
Asst Director of Tech & Info Svcs III	10	206	11
Asst Director of Tech & Info Svcs II	07	206	11
Asst Director of Tech & Info Svcs I	03	206	11
Diagnostician/Counselor	08	197	10.5
Counselor, Senior High	07	212 (206+6)	11+6
Counselor, Middle School	07	206	11
Counselor, Career & Technology	07	206	11
Director of Adult Education	05	187	10
Band Director, Senior High	20	206	11
Band Director, Middle School	12	197	10.5
Asst Band Director, Senior High	07	197	10.5
Choral Director, Senior High	10	206	11
Choral Director, Middle School	05	187	10
Athletic Trainer	17	206	11
Coach, Group I w/Football or Volleyball	17	197	10.5
Coach, Group I	17	187	10
Coach, Group II w/Football or Volleyball	14	197	10.5
Coach, Group II	14	187	10
Coach, Group III w/Football	10	197	10.5
Coach, Group III	10	187	10
Coach, Group IV	07	197	10.5
Coach, Group IV	07	187	10
Coach, Group V	04	197	10.5
Coach, Group V	04	187	10
Learning Resource Specialist (Librarian)	00	197	10.5
Personnel Officer	00	225	12
Speech Therapist	08	197	10.5
Career & Tech, Teacher, Agriculture	00	197	10.5
Career & Tech, Home Econ Sr. High	00	187	10
Career & Tech, D.E.	00	206	11

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

Professional Staff Contracts and Compensation Plans (continued)

Title of Position	Ratio Factor	Days Scheduled	No. Mos. Duty
Career & Tech, I.C.T.	00	206	11
Career & Tech, Auto Mechanics	00	187	10
Career & Tech, Building Trades	00	187	10
Career & Tech, Cosmetology	00	187	10
Career & Tech, Small Motors	00	187	10
Teacher	00	187	10
Nurse, R.N. and Degree	00	187	10
Nurse, R.N. and no Degree	00	187	10
Family Services Coordinator	00	206	11
Curriculum & Instruction Specialist	00	206	11

Base pay for classroom teachers is computed on a daily rate of 187 days (180 days of instruction plus seven days of professional development).

NOTE:

a. All of the above positions must meet specified state and local requirement 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.

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

Professional Staff Contracts and Compensation Plans (continued)

Extra Duty Assignment	Amount
HIGH SCHOOL	
Yearbook Advisor	1,000.00
Cheerleader Sponsor,Varsity	2,000.00 + 2,000 (zero hour) + 1 wk @ min salary/Bach deg
Cheerleader Sponsor,Jr. Varsity	2,000.00 + 1,000 (zero hour)
Cheerleader Sponsor,Freshmen	2,000.00
Cheerleader Bookkeeper	1,000.00
Class Sponsor, Freshmen, Sophomore, or Senior Class	250.00
Class Sponsor, Junior Class/Senior Banquet and Prom	550.00
FTA Sponsor	150.00
Future Problem Solvers	1,000.00
National Science Contest Sponsor	800.00
Student Council Sponsor	500.00 + 1 wk @ min salary/Bach deg
UIL Business Coach	500.00
UIL Calculator/Number Sense	1,600.00
UIL Computer Applications	500.00
UIL Computer Science Coach	500.00
UIL Current Issues & Events	500.00
UIL Drama	1,000.00
UIL English/Literary Criticism	500.00
UIL English/Ready Writing Coach	500.00

Professional Staff Contracts and Compensation Plans (continued)

UIL English/Spelling Coach	500.00
UIL Journalism Coach	500.00
UIL Mathematics Coach	500.00
UIL Prose & Poetry	500.00
UIL Science Coach	500.00
UIL Social Studies	500.00
UIL Speech/Debate	1,000.00
DAEP Dept. Chairmanship	750.00 + $50 for each department teacher
English Dept. Chairmanship	750.00 + $50 for each department teacher
Math Dept. Chairmanship	750.00 + $50 for each department teacher
Science Dept. Chairmanship	750.00 + $50 for each department teacher
Social Studies Dept. Chairmanship	750.00 + $50 for each department teacher

MIDDLE SCHOOL

Student Council Sponsor	620.00
Jr. National Honor Society	300.00
UIL Math	500.00
UIL Science	500.00

DISTRICT

Head Special Olympics Coach	400.00
Assistant Special Olympics Coach	200.00

e. Coach definitions
(1) Coach, Group I
(a) head coach of one varsity sport and an assignment in two additional sports

Professional Staff Contracts and Compensation Plans (continued)

(2) Coach, Group II
- (a) assistant varsity coach whose contract is tied to the contract of the Athletic Director
- (b) head coach of a varsity sport and an assignment in one additional sport at the high school level
- (c) middle school athletic coordinator

(3) Coach, Group III
- (a) assistant coach in two or more 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 shall be 10 months + 10 days (197 days duty).

(8) The contract year for middle school coaches assigned to volleyball shall be 10 months + 5 days (192 days duty).

Salary Schedule for Teacher Aides

Steps	B	1	2	3	4	5	6	7	8	9	10
	1188	1232	1272	1318	1364	1415	1466	1521	1565	1610	1657

Steps	11	12	13	14	15	16	17	18	19	20	21
	1704	1754	1805	1858	1911	1967	2024	2083	2144	2208	2271

Steps	22	23	24	25	26	27	28	29	30	31	32
	2338	2406	2448	2492	2536	2580	2625	2673	2719	2767	2816

Steps	33	34	35	36	37	38	39	40
	2866	2916	2968	3021	3075	3130	3186	3243

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.

Teacher aides may transfer up to 5 years of experience from outside the district. 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 10 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
SALARIES, WAGES, AND STIPENDS

Salary Schedule for Secretaries

SECRETARY I

Campus Level
- Attendance
- Library

Central Level
- PBX/Typist
- Special Services
- Food Service

Steps	B	1	2	3	4	5	6	7	8	9	10
	1305	1356	1412	1463	1517	1570	1611	1675	1732	1778	1826

Steps	11	12	13	14	15	16	17	18	19	20	21
	1875	1936	1976	2030	2084	2142	2199	2259	2322	2360	2399

Steps	22	23	24	25
	2439	2478	2520	2561

SECRETARY II

Campus Level
- Registrar
- Vocational Education
- DAEP Support Specialist

Central Level
- Bookkeeper
- Payroll Assistant
- Special Services
- Tax Office

Steps	B	1	2	3	4	5	6	7	8	9	10
	1441	1508	1570	1635	1699	1764	1827	1891	1954	2007	2062

Steps	11	12	13	14	15	16	17	18	19	20	21
	2116	2174	2235	2295	2358	2421	2488	2557	2629	2672	2717

Steps	22	23	24	25	26
	2762	2808	2854	2902	2954

SECRETARY III

Campus Level
- Secretary to Principal
- Athletic Department

Central Level
- Junior Accountant
- Tech & Info Svc
- Media Center

Steps	B	1	2	3	4	5	6	7	8	9	10
	1582	1635	1699	1764	1827	1891	1954	2019	2084	2141	2199

Steps	11	12	13	14	15	16	17	18	19	20	21
	2259	2322	2385	2451	2517	2588	2660	2733	2809	2856	2903

Steps	22	23	24	25	26	27	28	29	30	31	32
	2953	3001	3053	3104	3156	3209	3266	3324	3383	3442	3504

Salary Schedule for Secretaries (continued)

SECRETARY IV

Campus Level
None

Central Level
Secy to Executive Staff
Deputy Tax Collector

Steps	B	1	2	3	4	5	6	7	8	9	10
	1699	1764	1827	1891	1954	2019	2084	2150	2213	2273	2335

Steps	11	12	13	14	15	16	17	18	19	20	21
	2400	2466	2534	2604	2676	2750	2826	2906	2986	3037	3088

Steps	22	23	24	25	26	27	28
	3141	3192	3246	3302	3360	3420	3482

SECRETARY V

Campus Level
None

Central Level
Secy to Superintendent

Steps	B	1	2	3	4	5	6	7	8	9	10
	1827	1891	1954	2019	2084	2150	2213	2274	2341	2405	2472

Steps	11	12	13	14	15	16	17	18	19	20	21
	2539	2609	2682	2756	2834	2913	2995	3077	3163	3217	3272

Steps	22	23	24	25	26	27	28	29	30	31	32
	3326	3383	3441	3499	3558	3618	3681	3743	3806	3872	3941

Steps	33	34	35	36	37	38
	4010	4081	4154	4228	4302	4379

Secretarial personnel may advance on the salary scale as step raises are approved annually by the School Board.

Secretarial personnel may transfer up to 5 years of experience from outside the district. 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.

Salary Schedule for Skilled Paraprofessionals

Central Level
- Data Lab Technician – Tech & Info Svcs (Level 1)
- Asst Director –Tech & Info Svcs (Level 2)
- Payroll Officer (Level 2)
- Personnel Officer (Level 2)

Tax Office
- Appraiser I (Level 1)
- Appraiser IV (Level 2)

Campus Level
- Accompanist (Level 1)

Lvl	B	1	2	3	4	5	6	7	8	9	10	11
1	2539	2609	2682	2756	2834	2913	2995	3077	3163	3217	3272	3326
2	2756	2834	2943	2995	3077	3163	3217	3272	3326	3383	3441	3499

Lvl	12	13	14	15	16	17	18	19	20	21	22	23
1	3383	3441	3499	3558	3618	3681	3743	3806	3872	3941	4010	4081
2	3558	3618	3681	3743	3806	3872	3941	4010	4081	4154	4227	4302

Lvl	24	25	26	27	28	29	30	31	32	33	34
1	4154	4227	4302	4379	4457	4536	4617	4700	4784	4870	4958
2	4379	4457	4536	4617	4699	4782	4868	4956	5045	5136	5228

Salaries for personnel employed before September 10, 2002 shall continue to be based upon the salary basis in effect at the time of their employment, with future step advancements as approved by the Board.

Personnel employed after September 10, 2002, shall be placed on the skilled paraprofessional salary schedule according to the job title salary level indicated. Initial placement will be the “B” (beginning) step. Additionally, skilled paraprofessional personnel may transfer up to 5 years of total experience. 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.

Salary Schedules for Operations and Food Service Personnel

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)

Maintenance Personnel (Level 2)
Printer's Helper (Level 1)

Lvl	B	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	7.80	8.09	8.38	8.64	8.97	9.36	9.71	10.09	10.40	10.80	11.16	11.48	11.82	12.15	12.51
2	8.51	8.86	9.23	9.59	9.96	10.27	10.67	11.04	11.34	11.69	12.11	12.45	12.82	13.19	13.58
3	9.59	9.96	10.27	10.67	11.04	11.34	11.69	12.05	12.41	12.77	13.20	13.59	13.99	14.40	14.81

Lvl	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
1	12.85	13.23	13.61	13.85	14.08	14.33	14.58	14.84	15.09	15.36	15.63	15.90	16.18	16.46	16.75
2	13.98	14.39	14.80	15.06	15.33	15.60	15.87	16.15	16.44	16.73	17.02	17.32	17.63	17.94	18.25
3	15.24	15.68	16.16	16.44	16.73	17.02	17.32	17.63	17.93	18.24	18.57	18.89	19.23	19.57	19.93

Lvl	30	31	32	33	34	35	36	37	38	39
1	17.04	17.34	17.66	17.96	18.27	18.60	18.93	19.27	19.62	19.97
2	18.58	18.91	19.25	19.58	19.94	20.29	20.66	21.03	21.41	21.80
3	20.27	20.63	21.00	21.36	21.74	22.13	22.53	22.94	23.35	23.77

COMPENSATION AND BENEFITS
SALARIES, WAGES, AND STIPENDS

Salary Schedules for Operations and Food Service Personnel (continued)

SEMI-SKILLED AUXILIARY

Dir of Maintenance (Level 6 + 5%-20% ratio factor)
Maintenance Crew Supervisor (Level 4)
Mail Clerk (Level 4)
Printer (Level 4)
Dir of Food Service (Level 5 + 5%-15% ratio factor)
Dir of Transportation (Level 5 + 5%-15% ratio factor)

Lvl	B	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	10.59	10.96	11.26	11.61	11.98	12.33	12.70	13.02	13.40	13.79	14.19	14.61	15.04	15.49	15.94
5	11.61	11.98	12.33	12.70	13.02	13.40	13.76	14.09	14.45	14.85	15.25	15.67	16.10	16.53	16.99
6	12.70	13.02	13.40	13.76	14.09	14.45	14.83	15.15	15.52	15.92	16.33	16.73	17.16	17.60	18.06

Lvl	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
4	16.41	16.89	17.39	17.90	18.42	18.75	19.09	19.42	19.76	20.12	20.48	20.84	21.21	21.59	21.97
5	17.45	17.95	18.44	18.94	19.46	19.82	20.16	20.51	20.89	21.24	21.63	22.02	22.40	22.80	23.21
6	18.52	18.99	19.47	19.98	20.48	20.85	21.21	21.59	21.97	22.37	22.77	23.18	23.58	24.00	24.43

Lvl	30	31	32	33	34
4	22.36	22.77	23.17	23.59	24.01
5	23.63	24.05	24.48	24.92	25.37
6	24.87	25.32	25.77	26.23	26.70

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	B	1	2	3	4	5	6	7	8	9	10	11	12
7	13.76	14.09	14.45	14.83	15.15	15.52	15.84	16.22	16.57	16.96	17.37	17.78	18.19
8	14.83	15.15	15.52	15.84	16.22	16.57	16.93	17.30	17.67	18.09	18.51	18.95	19.40
9	15.84	16.22	16.57	16.93	17.30	17.67	17.98	18.36	18.68	19.13	19.58	20.03	20.51

Lvl	13	14	15	16	17	18	19	20	21	22	23	24	25
7	18.62	19.05	19.52	19.97	20.44	20.92	21.43	21.79	22.18	22.58	22.97	23.38	23.80
8	19.85	20.33	20.80	21.30	21.79	22.31	22.84	23.24	23.67	24.08	24.51	24.95	25.39
9	21.00	21.49	22.00	22.52	23.06	23.61	24.15	24.58	25.02	25.47	25.93	26.38	26.85

Lvl	26	27	28	29	30	31
7	24.22	24.66	25.10	25.55	26.01	26.48
8	25.84	26.31	26.78	27.27	27.76	28.26
9	27.32	27.82	28.32	28.83	29.35	29.88

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.

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 $53 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 Paraprofessional Certificate, that substitute shall be paid at the base pay level on the appropriate salary scale for that position, effective the first day of continuous employment in that position.

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 $11.23 per hour.