



San Felipe-Del Rio Consolidated Independent School District

**2023 – 2024**

# **COMPENSATION PLAN**

*Board Approved – 06/19/2023*

*Revision Made – 03/25/2024*

San Felipe Del Rio Consolidated Independent School District  
Human Resources Department  
315 Griner St / P.O. Drawer 428002  
Del Rio, TX 78842  
830-778-4034  
[www.sfdr-cisd.org](http://www.sfdr-cisd.org)

## Purpose

This compensation plan is a guide for administering salaries and wages for Teachers, Administrative/Professional, Clerical/Technical, Para-Professional, and Auxiliary personnel of San Felipe Del Rio Consolidated Independent School District.

The District maintains position classification and pay range structures for all jobs. Each job is assigned a pay grade that determines the minimum to maximum pay range for the position.

Employee salaries will advance through the pay range when there is a general pay increase budget approved by the Board. Annual pay increases are not guaranteed. Raises are generally based on the mid-point of each pay range.

This compensation plan is for the 2023-2024 school year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. District policy requires the Board of Trustees to adopt a new compensation plan annually.

## **Important Notice**

Starting salaries for all new hire Teachers, Nurses (RN), and Librarians will be based upon verification of prior experience and in accordance with the district's financial decisions regarding increases for employees. Salary schedules are valid for the year shown on schedules and cannot be used to determine future years earnings. Salary schedules are for reference only.

When an exempt employee is assigned an additional duty at will, the supplemental duty is not part of a contract and neither is the associated pay. A stipend is compensation in addition to the regular salary. The start dates and end dates for the supplemental duty(ies) may be different from the start and end dates under the employment contract with the district. Stipend(s) include(s) payment for all duties, responsibilities, and additional time your supplemental duty(ies) may require. A stipend associated with a particular supplemental duty may be prorated if you do not complete the supplemental duty or if the supplemental duty is terminated for any reason.

An employee's supplemental duty(ies) is/are at-will and is/are not part of the employment contract with the district. There is no property right to your continuation of the supplemental duty(ies). You may resign one or more of these supplemental duties at any time or the district may reassign or terminate one or more supplemental duties at any time.

## **Board of Trustees**

Raymond P. Meza, Board President

Diana E. Gonzales, Board Vice President

Linda Guanajuato-Webb, Board Secretary

Rebecca Luna Chavez, Board Member

Jesus Emilio Galindo, Board Member

Amy Haynes, Board Member

Joshua D. Overfelt, Board Member

## **Administration**

Dr. Carlos H. Rios, Superintendent of Schools

Dr. Sandra Z. Garza, Chief Academic Officer

Amy Childress, Chief Financial Officer

Sandra Hernandez, Chief Human Resources Officer

Aida Gomez, Chief Innovation Officer



## District Vision

San Felipe Del Rio CISD, in partnership with our families and community, empowers every student to excel through a culture of collaboration, innovation, and achievement.

## SFDR CISD Shared Beliefs

### **We believe:**

- Communication and collaboration among families, community, and educators are vital.
- In equity by providing the resources, support, and motivation necessary to differentiate instruction.
- All students should be equipped with a strong foundation of knowledge, including 21st century skills, so they are life-long learners prepared to be successful after high school.

## Mission

San Felipe Del Rio provides a high-quality, innovative curriculum with engaging, relevant instruction.

We meet the individual needs of students and staff in a safe, nurturing, and collaborative environment, which encourages development and growth.

## District Goals

### **District Goal 1 – Focus Leadership**

By 2027, 100% of campus and district leaders will effectively support and communicate high expectations for student learning.

### **District Goal 2 – Highly Effective Instruction**

By 2027, 100% of SFDR-CISD students will meet or exceed grade-level standards.

### **District Goal 3 - Innovation**

By 2027, SFDR-CISD will offer well-established innovative programs to 100% of our students.

### **District Goal 4 – Strategic Staffing**

By 2027, SFDR CISD will recruit, develop, and retain 100% highly-effective staff.





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## **PAY PLAN:**

Academic Support Specialists

ARD Facilitators

Athletic Trainer Assistants

Curriculum & Instruction Specialists

Early Childhood Interventionist

Positive Behavior Interventions & Support Liaison

Reading & Dyslexia Intervention Specialists

Teachers

### ANNUAL SALARY

This schedule is for the 2023-2024 school year only.  
This schedule cannot be used to project any future salary increases.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**San Felipe Del Rio CISD  
2023-2024 Teacher Pay Plan  
\$54,950 starting, 6% GPI**

<b>Years of Experience</b>	<b>New Hire Salary 187 Days</b>
0	\$54,950
1	\$55,350
2	\$55,750
3	\$56,150
4	\$56,650
5	\$57,150
6	\$57,650
7	\$58,150
8	\$58,650
9	\$59,150
10	\$59,650
11	\$60,150
12	\$60,750
13	\$61,350
14	\$61,950
15	\$62,550
16	\$63,150
17	\$63,800
18	\$64,500
19	\$65,280
20	\$66,180
21	\$66,680
22	\$67,180
23	\$67,930
24	\$68,530
25	\$69,180
26	\$69,930
27	\$70,430
28	\$70,930
29	\$71,430
30	\$71,930
31	\$72,180
32	\$72,430
33	\$72,930
34	\$73,180
35+	\$73,680

10-Month Hiring Range Minimum: \$54,950

10-Month Hiring Range Maximum: \$73,680

Continuing Teachers will receive an increase of \$3,600

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

Approved by the School Board of Trustees on June 19, 2023

  
Raymond P. Meza, School Board President



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## PAY PLAN:

### Administrators/Professionals

#### ANNUAL SALARY

This schedule is for the 2023-2024 school year only.  
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Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.



Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	* Coordinator 21st Century Community Learning Center Program Site	226	Daily \$224.00	\$280.00	\$336.00
	Coordinator Child Nutrition	241	226 Days \$ 50,624	\$ 63,280	\$ 75,936
	Coordinator Custodial Elementary Campuses and Departments	241	241 Days \$ 53,984	\$ 67,480	\$ 80,976
	Coordinator Custodial Secondary Campuses	241			
	Coordinator Maintenance	241			
	Coordinator Operations	241			
	Manager Energy	241			
	* Specialist 21st Century Community Learning Center Program Site	226			
<b>2</b>					
	Coordinator HRIS	226	Daily \$255.36	\$319.20	\$383.04
	Coordinator Human Resources	226	226 Days \$57,711	\$72,139	\$86,567
	Coordinator Multimedia Production	226			
	Coordinator Student Services	226			
	Manager Database	226			
	Supervisor Payroll	226			
<b>3</b>					
	Athletic Trainer Head	220	Daily \$284.73	\$355.91	\$427.09
	Coordinator Bilingual/ESL Compliance	226	187 Days \$53,245	\$66,555	\$79,866
	Coordinator Employee Benefits/Spt Svcs	226	193 Days \$54,953	\$68,691	\$82,428
	Librarian	193	202 Days \$57,515	\$71,894	\$86,272
	Licensed Physical Therapy Asst	187	220 Days \$62,641	\$78,300	\$93,960
	Licensed Specialist in School Psychology (LSSP)	202	226 Days \$64,349	\$80,436	\$96,522
	Police Lieutenant	226			
	Registered Nurse/CTE Health Science Instructor	187			
	Specialist Behavior	187			
	Speech Language Pathology Assistant	187			
	Strategist Bilingual/ESL	187			
<b>4</b>					
	Accountant	226	Daily \$298.97	\$373.71	\$448.45
	Administrator Special Populations	226	193 Days \$57,701	\$72,126	\$86,551
	Asst Principal - Elementary/SFMMS	205	202 Days \$60,392	\$75,489	\$90,587
	Coordinator Career & Technical	226	205 Days \$61,289	\$76,611	\$91,932
	Coordinator Del Rio Cares Program	226	207 Days \$61,887	\$77,358	\$92,829
	Coordinator Head Start	226	220 Days \$65,773	\$82,216	\$98,659
	Coordinator LSSP	226	226 Days \$67,567	\$84,458	\$101,350
	Coordinator Special Revenue and Grants	226			
	Coordinator Speech Language Program	202			
	Coordinator Staff Dev & Advanced Academics	226			
	Coordinator Student Registration & Enrollment	226			
	Coordinator Teacher Incentive Allotment and Talent Development	226			
	Coordinator Title I	226			
	Coordinator TSDS/PEIMS	226			
	Counselor	193, 202, 207, 220, 226			
	Curriculum Coordinator Bilingual	226			
	Curriculum Coordinator Early Literacy	226			
	Curriculum Coordinator Instructional Technology	226			
	Curriculum Coordinator System Wide Testing	226			
	Data Fellow	226			
	Dean of Instruction - Elementary	205			
	Director Purchasing	226			
	Educational Diagnostician	202			
	Management Assistant to Campus Principal	205, 220			
	Manager ESSER Grant	226			
	Network Administrator	226			
	Speech Language Pathologist	202			

Approved by the School Board of Trustees on March 25, 2024

\* Grant Funded

  
Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>5</b>					
	Asst Principal DRMS/SGLC/DRFS/DRHS/ECHS	220	Daily \$328.86	\$411.08	\$493.30
	Coordinator Educational Diagnostician	226	220 Days \$72,349	\$90,438	\$108,526
	Coordinator Head Football Coach/Athletic	226	226 Days \$74,322	\$92,904	\$111,486
	Coordinator Health Services	226			
	Dean of Instruction - Secondary	220			
	* Director 21st Century Community Learning Center Program	226			
	Director Budget	226			
	Director Communication & Public Relations	226			
	Director Fine Arts	226			
	Director Head Band	226			
	Director Head Start/Principal	226			
	Director Transportation	226			
	District Chief of Police	226			
	Principal - Elementary/SFMMS/Blended Academy	226			
<b>6</b>					
	Comptroller	226	Daily \$360.10	\$450.13	\$540.16
	Director Athletics	226	226 Days \$81,383	\$101,729	\$122,076
	Director Bilingual/ESL	226			
	Director CTE	226			
	Director Federal & State Programs	226			
	Director Operations	226			
	Director PEIMS DQ Compliance & Accountability	226			
	Director Special Education	226			
	Director Technology	226			
	Principal - ECHS	226			
	Vice Principal Freshman	226			
<b>7</b>					
	Principal DRMS 7th & 8th	226	Daily \$385.31	\$481.64	\$577.97
			226 Days \$87,080	\$108,851	\$130,621
<b>8</b>					
	Principal HS	226	Daily \$412.28	\$515.35	\$618.42
			226 Days \$93,175	\$116,469	\$139,763
<b>9</b>					
	Chief Academic Officer	226	Daily \$488.55	\$610.69	\$732.83
	Chief Administrative Officer	226	226 Days \$110,412	\$138,016	\$165,620
	Chief Financial Officer	226			
	Chief Human Resources Officer	226			
	Chief Innovation Officer	226			

Approved by the School Board of Trustees on March 25, 2024

\* Grant Funded

  
 Raymond P. Meza, School Board President



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## PAY PLAN:

### Para-Professional Staff

#### ANNUAL SALARY

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Aide Parental Liaison	187, 193	Hourly \$15.00	\$17.78	\$20.56
	Aide Parental Liaison Bilingual/ESL District	187	187 Days \$22,440	\$26,599	\$30,758
	Aide Support	187	193 Days \$23,160	\$27,452	\$31,745
	Assistant Critical Needs	187			
<b>2</b>					
	Aide Instructional	187	Hourly \$15.55	\$18.66	\$21.77
	Aide Library	187	187 Days \$23,263	\$27,915	\$32,568
	Aide Library/Resource	187	193 Days \$24,009	\$28,811	\$33,613
	Aide Parental Liaison District	193	202 Days \$25,129	\$30,155	\$35,180
	Aide Physical Education	187	226 Days \$28,114	\$33,737	\$39,360
	Aide Resource	187			
	Aide Special Education	187			
	Assistant Nurse	187			
	Clerk ARD	202			
	Clerk Data Entry/Receptionist	187			
	Clerk Record Special Education	202			
	Clerk SERS-SEMS	226			
<b>3</b>					
	Aide Computer Lab	187, 226	Hourly \$16.10	\$19.59	\$23.08
	Aide Deaf Education	187	187 Days \$24,086	\$29,307	\$34,528
	Aide Special Education (Behavior)	187	193 Days \$24,858	\$30,247	\$35,636
	Aide Special Education (Life Skills)	187	202 Days \$26,018	\$31,657	\$37,297
	Clerk Assistant Technology Case Management	202	207 Days \$26,662	\$32,441	\$38,220
	Clerk Attendance/Discipline	207	220 Days \$28,336	\$34,478	\$40,621
	Clerk Attendance/Truancy	207	226 Days \$29,109	\$35,419	\$41,729
	Clerk Data Entry	207, 220			
	Clerk Data Entry (NGS)	226			
	Clerk Human Resources	226			
	Clerk ID/Recruitment	226			
	Clerk LPAC Records	226			
	Clerk Records/Sp Ed/504/Dyslexia	226			
	Clerk Truancy Officer	226			
	Monitor ISS	187			
	Receptionist	193			
	Receptionist (District)	226			
	Registrar DRFS	202			
	Secretary Attendance	193			
	Secretary Counselor	193, 202, 207, 220			
	Secretary Educational	193, 202, 220			
	Secretary Substitute	193			
<b>4</b>					
	Clerk Fixed Assets	226	Hourly \$17.35	\$21.55	\$25.75
	Registrar HS	220	220 Days \$30,536	\$37,928	\$45,320
	Secretary Athletics	226	226 Days \$31,369	\$38,962	\$46,556
	Secretary Bilingual/ESL	226	241 Days \$33,451	\$41,548	\$49,646
	Secretary CTE	226			
	Secretary Curriculum	226			
	Secretary Director of Technology	226			
	Secretary District Police	226			
	Secretary Federal & State Programs	226			
	Secretary Fine Arts	226			
	Secretary Maintenance	241			
	Secretary Maintenance/Job Ctrl	241			
	Secretary PEIMS	226			
	Secretary Principal - Elementary/SFMMS/SLC	220, 226			
	Secretary Student & Family Support Services	226			
	Secretary Transportation	226			
	Specialist Student Services	226			

Approved by the School Board of Trustees on March 25, 2024

  
Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>5</b>					
	Bookkeeper HS	226	Hourly \$18.20	\$22.62	\$27.04
	Clerk Accounts Payable	226	187 Days \$27,227	\$33,840	\$40,452
	Clerk Accounts Payable/Activity Funds	226	193 Days \$28,101	\$34,925	\$41,750
	Clerk Accounts Payable/Travel	226	226 Days \$32,906	\$40,897	\$48,888
	Clerk Budget	226			
	Clerk Budget FS	226			
	Clerk Payroll	226			
	Clerk Purchasing	226			
	LVN	187, 193			
	Registrar District	226			
	Secretary Employee Benefits	226			
	Secretary Principal - DRMS/DRFS/DRHS/ECHS	226			
	Specialist Data Quality & Compliance	226			
	Specialist Human Resources	226			
	Specialist Human Resources Substitute	226			
<b>6</b>					
	Accountant Assistant	226	Hourly \$20.40	\$25.35	\$30.30
	Secretary Chief Academic Officer	226	226 Days \$36,883	\$45,833	\$54,782
	Secretary Chief Financial Officer	226			
	Secretary Chief Human Resources Officer	226			
	Secretary Chief Innovation Officer	226			
	Specialist Data Quality & Accountability	226			
	Technician Computer	226			
	Technician Help Desk	226			
	Technician Multimedia	226			
	Technician Student Information Systems	226			
	Technician Web Content Management	226			
<b>7</b>					
	Specialist Network	226	Hourly \$24.70	\$30.68	\$36.66
	Technician Senior Computer	226	226 Days \$44,658	\$55,469	\$66,281
<b>8</b>					
	Executive Assistant for Superintendent & Board of Trustees	226	Hourly \$27.75	\$34.05	\$40.35
	Technician School Safety	226	226 Days \$50,172	\$61,562	\$72,953

Approved by the School Board of Trustees on March 25, 2024

  
 Raymond P. Meza, School Board President



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## PAY PLAN:

### Auxiliary Staff

#### ANNUAL SALARY

This schedule is for the 2023-2024 school year only.  
This schedule cannot be used to project any future salary increases.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Pay Grade	Job Title	Hours	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Bus Monitor	6	189	Hourly \$15.00	\$17.78	\$20.56	6 hour
	Food Service Worker	6	192	182 Days \$16,380	\$19,416	\$22,452	8 hour
	Safety Monitor	6, 8	182	182 Days \$21,840	\$25,888	\$29,935	6 hour
				189 Days \$17,010	\$20,163	\$23,315	6 hour
				192 Days \$17,280	\$20,483	\$23,685	
<b>2</b>	Bus Monitor Special Education	6	189	Hourly \$15.65	\$18.69	\$21.73	8 hour
	Crossing Guard-ECHS/DRHS	8	182	182 Days \$22,786	\$27,213	\$31,639	6 hour
	Custodian	8	261	189 Days \$17,747	\$21,194	\$24,642	6 hour
	Food Service Cook	6	192	192 Days \$18,029	\$21,531	\$25,033	7 hour
	Food Service Worker (CC)	7	192	192 Days \$21,034	\$25,119	\$29,205	8 hour
	Groundskeeper	8	261	261 Days \$32,677	\$39,025	\$45,372	
<b>3</b>	Asst Food Service Manager - Elementary	8	192	Hourly \$16.10	\$19.65	\$23.20	8 hour
	Food Service Driver/Worker	8	261	192 Days \$24,730	\$30,182	\$35,635	8 hour
	Mail Clerk	8	261	261 Days \$33,617	\$41,029	\$48,442	
	Textbook/Safety Worker	8	261				
	Warehouse Worker	8	261				
<b>4</b>	Asst Food Service Manager - DRMS/DRHS	8	192	Hourly \$16.95	\$20.63	\$24.31	8 hour
	Custodian Head	8	261	192 Days \$26,035	\$31,688	\$37,340	8 hour
	Food Service Manager - Elementary/SFMMS/DRFS	8	192	226 Days \$30,646	\$37,299	\$43,952	8 hour
	General Maintenance Worker	8	261	261 Days \$35,392	\$43,075	\$50,759	
	Security Guard	8	226				
	Textbook/Safety Clerk	8	261				
	Vehicle Mechanic Helper	8	261				
	Warehouse Lead	8	261				
	Welder	8	261				
<b>5</b>	Food Service Manager - DRMS/DRHS	8	192	Hourly \$18.10	\$22.08	\$26.06	8 hour
	Grounds Foreman	8	261	192 Days \$27,802	\$33,915	\$40,028	8 hour
	General Maintenance Worker Lead	8	261	241 Days \$34,897	\$42,570	\$50,244	8 hour
	Route Coordinator	8	241	261 Days \$37,793	\$46,103	\$54,413	
<b>6</b>	Electrician Journeyman	8	261	Hourly \$21.00	\$25.60	\$30.20	8 hour
	HVAC Mechanic I	8	261	261 Days \$43,848	\$53,453	\$63,058	
	Plumber Journeyman	8	261				
	Vehicle Mechanic	8	261				
<b>7</b>	Electrician Master	8	261	Hourly \$22.25	\$27.14	\$32.03	8 hour
	HVAC Mechanic II	8	261	226 Days \$40,228	\$49,069	\$57,910	8 hour
	Maintenance Foreman	8	261	261 Days \$46,458	\$56,668	\$66,879	
	Peace Officer	8	226, 261				
	Peace Officer/District Courier	8	261				
Vehicle Mechanic Lead	8	261					
<b>8</b>	Police Sergeant-Advanced	8	261	Hourly \$25.81	\$31.47	\$37.13	8 hour
	Supervisor Food Service	8	241	241 Days \$49,762	\$60,674	\$71,587	8 hour
	Supervisor Inventory & Material Control	8	241	261 Days \$53,891	\$65,709	\$77,527	
	Supervisor Shipping & Receiving	8	261				
<b>BD</b>	Bus Driver	8	192	Hourly \$15.55	\$18.79	\$22.03	8 hour
	Bus Driver Special Education	8	192	192 Days \$23,885	\$28,861	\$33,838	

Approved by the School Board of Trustees on September 18, 2023

Raymond P. Meza, School Board President



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## Teacher Stipends



**San Felipe Del Rio CISD**  
**Teacher Stipends**  
**2023 - 2024**

Bilingual Stipend	Certified Bilingual Teachers servicing Bilingual students	\$2,000
*Applies to elementary teachers - current assignment grade level must be covered by certification grade band	Certified Bilingual Teachers servicing Beginner and Intermediate Bilingual students (Including departmentalized sections)	\$2,000
Bilingual/ESL Certification Preparation Stipend	Stipend will be paid at the end of the school year (Upon course requirement completion)	\$500
CNA Program Director Stipend	Licensed RN	\$500
Dual Credit After School/Summer Classes	Dual Credit course taught after school hours and for summer sessions (per section)	\$2,500
Dual Credit Instruction	Dual Credit (\$1,000 for 4 or more sections and \$500 for 3 or less sections) (must be certified for Dual Credits). Per semester	\$500 or \$1,000
Dual Language Stipend	Must be in a dual language assignment and hold a bilingual or esl certification	\$4,000
ESL Stipend	Servicing 25 or more ESL students	\$2,000
(Must be Secondary ESL Certified)	Servicing 10 to 24 ESL Students	\$1,000
Health Science Stipend	Certification Instructors Only	\$5,000
Literacy Coach Coordinator Stipend		\$5,000
Masters Stipend	Teachers holding a Master's degree in same content area of assignment	\$1,500
Mentor Stipend	Per semester, per mentee	\$250
Physics Stipend		\$5,000
Reading & Dyslexia Intervention Specialist Stipend	Full-Time	\$2,200
Secondary Math Stipend	4-8 & 7-12 Mathematics Certification Only - Current assignment grade level must be covered by certification grade band	\$2,200
Secondary Science Stipend	4-8 & 7-12 Science Composite Certification Only - Current assignment grade level must be covered by certification grade band	\$2,200
Sheltered Team Stipend	Servicing 25 or more ESL students with a core team model	\$2,000
(Must be Secondary ESL Certified)	Servicing 10 to 24 ESL Students with a core team model	\$1,000
Special Education	Speech Language Pathologist	per completed FIE \$550
Completed Full Individual Evaluations	Educational Diagnostician	per completed FIE \$650
	Licensed Specialist in School Psychology	per completed FIE \$750
Special Education Stipend	Special Education Teachers	\$2,000
Teacher Incentive Allotment (Performance Pay)	For any funds received by San Felipe Del Rio CISD 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 (training and support of the system, expansion of the system, administrative expenses, professional development). Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.	
Team Leader Stipend	Departments with 3 to 6 P.U.'s	\$1,200
Dept must have at least 3 personnel units (P.U.'s) to receive the minimum stipend. Excluding team leader.	Departments with 7 to 10 P.U.'s	\$1,530
	Departments with 11 or more P.U.'s	\$1,970

Approved by the School Board of Trustees on July 24, 2023

  
Raymond P. Meza, School Board President



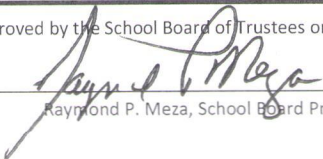
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## Supplemental Stipends

## San Felipe Del Rio CISD 2023 - 2024 Supplemental Stipends

STIPENDS BY POSITION		Stipend	
ADMINISTRATOR INTERN		\$5,000	
COUNSELORS	9-12 counselors (ACAP, Blended, ECHS, Freshman, DRHS, SGLC)	\$2,200	
LEAD COUNSELOR	Elementary	\$1,970	
	Secondary	\$1,970	
LEAD LIBRARIAN		\$3,300	
LEAD PE TEACHER		\$3,300	
STIPEND BY ORGANIZATION		Stipend	
BAND/MUSIC	Assistant Band Directors - HS	\$8,730	
	Assistant Band Directors - MS	\$7,276	
	High School Choral Director	\$5,946	
	Middle School Choral Director	\$4,341	
	Strings Teacher	\$5,946	
CTE STUDENT ORGANIZATIONS	CTE Competitive & Community Leadership Sponsor-Must meet all requirements of the CTE Student Organization Guidelines	\$2,310	
	CTE Competitive Event or NTHS or VITA Sponsor-Must meet all requirements of the CTE Student Organization Guidelines	\$1,155	
	CTE Organization Sponsor	\$600	
PRINCIPAL RESIDENCY GRANT INTERN		\$15,000	
PRINCIPAL RESIDENCY GRANT MENTOR		\$1,500	
ROBOTICS PROGRAM	Elementary School E-Cadet Competition (8) (paid out at the end of the year)	\$605 (1) \$302.50 (2)	
	High School FRC Robotic Program Assistant Coach(es) (1-4)	\$3,788	
	High School FRC Robotic Program Head Coaches (2)	\$8,730	
	Middle School Robotics Program Assistant Coach(es) (paid out at the end of the year)	\$750 (2)	
	Middle School Robotics Program Lead Coach (paid out at the end of the year)	\$2,310	
	San Felipe Memorial Middle School FLL Robotic Program (paid out at the end of the year)	\$660 (3)	
U.I.L ACADEMICS	Debate Coordinator (9-12)	\$2,500	
	High School Campus Coordinator (9-12)	\$2,200	
	Middle School Campus Coordinator (2)	\$1,200	
	One-Act Play Coach (9-12)	\$2,500	
	San Felipe Memorial Middle School (1)	\$660	
	U.I.L District Coordinator	\$8,000	
	<b>SPONSORS- HIGH SCHOOL/FRESHMAN (9-12)</b>		
	One Event	\$2,310	
	Two Events	\$3,548	
	Three Events	\$4,373	
	<b>SPONSORS- MIDDLE SCHOOL</b>		
	One Event	\$1,155	
	Two Events	\$1,773	
	Three Events	\$2,187	
	<b>SPONSORS- ELEMENTARY</b>		
	One Event	\$605	
	Two Events	\$853	
	Three Events	\$963	
	WELDING HEAD COACH	CTE Welding Head Coach	\$8,730
	STIPEND BY CAMPUS		Stipend
	ELEMENTARY	CHOIR (1 per campus)	\$1,000

Approved by the School Board of Trustees on March 25, 2024

  
 Raymond P. Meza, School Board President

## San Felipe Del Rio CISD 2023 - 2024 Supplemental Stipends

STIPEND BY CAMPUS		Stipend
<b>MIDDLE SCHOOL</b>	Cheerleader Sponsor - DRMS (2)	\$4,815
	National Honor Society Sponsor (1) - DRMS	\$550
	Pom Pom Squad Sponsor	\$4,815 (1) \$2,407.50 (2)
	Student Council Sponsor (1) - SFMMS	\$625
	Student Council Sponsor (2) - DRMS 7th & DRMS 8th	\$625
<b>FRESHMAN</b>	CTE Competitive Event & Community Leadership Sponsor - Must meet all requirements of the CTE Student Organization Guidelines	\$2,310
	CTE Competitive Event Sponsor or NTHS or VITA Sponsor- Must meet all requirements of the CTE Student Organization Guidelines	\$1,155
	Freshman Class Assistant Sponsor	\$500
	Freshman Class Sponsor	\$1,000
	Freshman Cheer Sponsor (1)	\$4,815
	Sapphire Sponsor (1)	\$4,815
<b>BLENDED ACADEMY</b>	Class Sponsor	\$1,000
<b>DEL RIO HIGH SCHOOL</b>	Belles Co-Sponsor (1)	\$3,210
	Belles Head Sponsor (1)	\$7,276
	Broadcasting Sponsor (1)	\$1,250
	Cheerleader Co-Sponsor(s)	\$1,100 (1) \$550 (2)
	Cheerleader Sponsor (1)	\$7,276
	CTE Competitive Event & Community Leadership Sponsor - Must meet all requirements of the CTE Student Organization Guidelines	\$2,310
	CTE Competitive Event Sponsor or NTHS or VITA - Must meet all requirements of the CTE Student Organization Guidelines	\$1,155
	Dance Company (1)	\$7,276
	JV Cheerleading Sponsor	\$4,815
	National Honor Society Sponsor (1)	\$2,500
	ROTC Commander (1) - 10 Extra days @ \$150.00 per day	\$1,500
	ROTC Commander (1) <i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>	Varies per MIP
	ROTC Extra-Curricular Stipend	\$3,788
	ROTC Instructor - 10 Extra days @ \$150.00 per day	\$1,500
	ROTC Instructor <i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>	Varies per MIP
	Senior and Junior Assistant Sponsor	\$625
	Senior and Junior Class Sponsor	\$1,250
	Sophomore Assistant Sponsor	\$500
	Sophomore Class Sponsor	\$1,000
	Student Council Assistant Sponsor (1)	\$1,250
	Student Council Sponsor (1)	\$2,500
	Written Art Sponsor (2)	\$1,500
	Yearbook Sponsor (1)	\$1,500

Approved by the School Board of Trustees on March 25, 2024

  
 Raymond P. Meza, School Board President



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## Athletic Stipends

## San Felipe Del Rio CISD 2023 - 2024 Athletic Stipends

Position	Authorized Positions	Stipend
Baseball, Assistant High School	2	\$3,788
Baseball, Freshman	2	\$3,210
Baseball, Head Coach	1	\$8,730
Basketball, Assistant High School	4	\$3,788
Basketball, Freshman	4	\$3,210
Basketball, Head Coach	2	\$8,730
Basketball, Middle School	8	\$3,210
Coordinator, High School Athletics	1	\$5,000
Coordinator, Middle School Athletics	2	\$3,500
Cross Country, Assistant	2	\$3,788
Cross Country, Assistant Middle School	1	\$3,210
Cross Country, Head Coach	1	\$8,730
Cross Country, Middle School	2	\$3,210
Football, Assistant High School Coach	6	\$5,946
Football, Defensive Coordinator	1	\$9,930
Football, First Assistant	1	\$9,930
Football, Freshman Coach	4	\$4,341
Football, Middle School	8	\$4,341
Football, Offensive Coordinator	1	\$9,930
Golf, Assistant	1	\$5,985
Golf, Assistant (Spring ONLY)	1	\$3,788
Golf, Head Coach	1	\$12,518
Powerlifting, Assistant	1	\$3,210
Powerlifting, Head Coach	1	\$3,788
Soccer, Assistant High School	2	\$3,788
Soccer, Assistant High School (JV)	2	\$3,788
Soccer, Freshman	2	\$3,500
Soccer, Head Coach	2	\$8,730
Softball, Assistant High School	3	\$3,788
Softball, Head Coach	1	\$8,730
Swimming, Assistant	1	\$3,788
Swimming, Head Coach	1	\$8,730
Tennis, Assistant High School (JV)(Fall and Spring)	2	\$3,638
Tennis, Assistant High School (JV)	1	\$7,276
Tennis, Head Coach	2	\$12,518
Tennis, Middle School (Fall and Spring)	2	\$7,276
Track, Assistant High School	10	\$3,788
Track, Head Coach	2	\$8,730
Track, Middle School	8	\$3,210
Athletic Trainer Assistant	2	\$7,576
Athletic Trainer Head	1	\$9,930
Volleyball, Assistant High School	1	\$3,788
Volleyball, Freshman	1	\$3,210
Volleyball, Head Coach	1	\$8,730
Volleyball, Junior Varsity Coach	1	\$3,788
Volleyball, Middle School	4	\$3,210

POSITION	RATE OF PAY	AUTHORIZED POSITIONS	STIPEND
Announcer	HOURLY	1	\$11
Chain Crew Members - All Levels	FLAT RATE PER GAME	3	\$39
Filmer - Varsity Football	SEASON	1	\$1,000
Scorekeeper/25 sec. clock - All Levels	HOURLY	2	\$11
Supervisor, Stadium/Gym/Tower - All Levels	HOURLY	5	\$11
Ticket Sellers - All Levels	HOURLY	3	\$11
Pass - Rsvd - Ticket Takers - All Levels	HOURLY	10	\$11
Libero - Volleyball - All Levels	HOURLY	1	\$11
Message Board/Spotter - All Levels	HOURLY	2	\$11
Ushers, Football Reserve Seating - Varsity	HOURLY	7	\$11

Approved by the School Board of Trustees on June 19, 2023

  
 Raymond P. Meza, School Board President



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## Substitute Rates

# San Felipe Del Rio Consolidated Independent School District

## Substitute Pay Scale

### 2023 - 2024

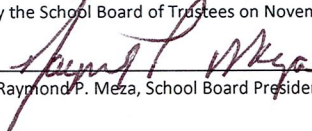
\* Must be half day assignments on separate days. Two half day assignments on same day will be paid at full day rate.

		*Half Day Rate	Full Day Rate	Mon/Fri Full Day Only Rate	Long Term Rate
<b>ADMINISTRATOR</b>	Principal		\$345		
	Assistant Principal		\$310		
<b>TEACHERS</b>	0-59 College Semester Hours (Must complete Substitute Course)	\$45	\$80	\$90	N/A
	60+ College Semester Hours	\$65	\$98	\$120	N/A
	Bachelor's or Master's Degree, not certified	\$70	\$117	\$127	\$165.50
	Four year degree and Texas certified in areas other than assignment	\$80	\$130	\$140	\$186
	Four year degree and Texas certified in area of assignment	\$90	\$150	\$160	\$276
<b>PROFESSIONAL</b>	Counselor, Speech Pathologist, Educational Diagnostician, Librarian, Band Director, Nurse (with RN license) (MUST HOLD CERTIFICATION/LICENSURE)		\$207		
<b>LVN</b>	Nurse (with LVN license)		\$154.50		
<b>PARAPROFESSIONAL</b>	Instructional Aides (Special Education, PE Aides or position approved by Superintendent)	\$45	\$80	\$90	\$90
	Secretary/Clerical	\$45	\$80	\$90	N/A
	* Retired Clerical substituting within their previous scope of duties.				* 70% of their daily rate at retirement
<b>HOURLY/TEMPORARY</b> (The listing may change based on District need)	Bus Drivers		\$110		
	Bus Monitors, Pre-Kindergarten and Special Education		\$80		
	Computer Technicians		\$80		
	Critical Needs Assistant		\$80		
	Custodians		\$80		
	Food Service Worker		\$80		
	Maintenance Worker		\$80		
	Mechanic		\$110		
	Mechanic Helper		\$80		
	Peace Officer		\$110		
	Safety Monitors		\$80		
	Security Guards		\$80		
	STAAR Monitor (Person whose primary duty is serving as a hallway monitor)		\$80		
	Substitute Nurse - Nurse's Assistant		\$80		
	Test Monitor		See Teacher Sub Rates		
Warehouse		\$80			

Note: Recommendations must meet the required credentials for the position and be submitted to HR for Superintendent approval before hiring.

Note: If applicable, the hourly rate is determined by dividing the daily rate by 8.

Approved by the School Board of Trustees on November 27, 2023

  
Raymond P. Meza, School Board President





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## Part-Time Rates

# San Felipe Del Rio Consolidated Independent School District

## Part-Time Temporary Pay

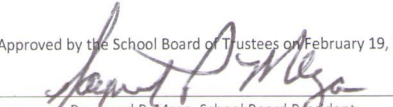
**2023 - 2024**

		Hourly Rate	Daily Rate
ADMINISTRATOR	Non-District Event	Time & a Half	
AFTER-SCHOOL PROGRAM (PER HOUR) (BASED ON AVAILABLE FUNDS)	After-School Coordinator(s) - District Employee(s)	\$30	
	Instructional/Lab Manager Aide	\$19.20	
	Parental Aide	\$17.60	
	Student Workers - 16+ years old	\$10	
	Teacher/Temporary Teachers	\$40	
	Teacher (A.C.E. Program) degreed/not certified	\$30	
	Transportation	\$19.20	
	Tutor (60+ Hours)	\$12.34	
	Tutor (Degreed)	\$14.78	
CURRICULUM & INSTRUCTION PROJECT STIPEND	1-3 Day Project		\$150.00 Per Project
	4-5 Day Project		\$200.00 Per Project
CUSTODIANS	Non-District Event	Time & a Half	
HOMEBOUND/PEP		\$40	
MISCELLANEOUS (PER HOUR)	College Tutors (21st Century Grant)	\$10	
	Curriculum Coordinator	\$50	
	Curriculum Proofing	\$14	
	Curriculum Specialist	\$25	
	Curriculum Writing	\$25	
	Document Translator	\$25	
	Extra Duty Pay (Paraprofessionals) to include, but not limited to: Tutorial Program, Saturday Attendance and AP Labs. (Mitigation for learning loss)	\$19.20	
	Extra Duty Pay (Paraprofessionals): (Non-Mitigation for learning loss)	\$12	
	Extra Duty Pay (Professionals) to include, but not limited to: Tutorial Program Teachers, Saturday Attendance and AP Labs. (Mitigation for learning loss)	\$40	
	Extra Duty Pay (Professionals): (Non-Mitigation for learning loss)	\$25	
	Extra Duty Pay (Student Growth Testing): (T.I.A.) Retired Educators	\$25	
	Inservice State Required Training Attendance Stipend (After School, Weekends, Summer) Teacher	\$12	
	Planning Meetings - Preparation Time for Presenters (Time must be beyond contract time) Maximum - 8 hours	\$32	
	SLP Proctor	\$85	
	Staff Development Presenters and Facilitators (Beyond contract days and includes prep time)		\$200/Half Day \$400/ Full Day
MULTIMEDIA TECHNICIAN	Non-District Event	Time & a Half	
PEACE OFFICER (INTERNAL/EXTERNAL)	Non-District Event	\$40	
STUDENT WORKERS		\$7.25	
TEMPORARY TEACHERS	Must Hold Bachelor's Degree (INTERNAL STAFF - Must be cleared by Human Resources Department prior to placement)	\$25	\$200
TUTORIAL TEACHERS (Tutors) and Test Administrator: To include, but not limited to: State Assessments, Sp. Ed.	60 + College semester hours	\$12.24	\$98
	Bachelor's or Master's Degree	\$14.65	\$117
	Texas certified in areas other than assignment (After 5 consecutive days for same instructor)	\$18.96	\$150
	Texas certified in area of assignment (After 5 consecutive days for same instructor)	\$30.17	\$241.50
WEB COORDINATOR <small>Limited to \$1,500 per campus Del Rio High School and Del Rio Middle School limited to \$3,000 per campus</small>	Teacher- (Maximum of 60 hours or 30 hours if split between 2 teachers)	\$25	
	Instructional Aides (Maximum of 125 hours or 62.50 hours if split between 2 instructional aides)	\$12	

*Note: Recommendations must meet the required credentials for the position and be submitted to HR for Superintendent approval before hiring.*

*Note: If applicable, the hourly rate is determined by dividing the daily rate by 8.*

Approved by the School Board of Trustees on February 19, 2024

  
 Raymond P. Meza, School Board President



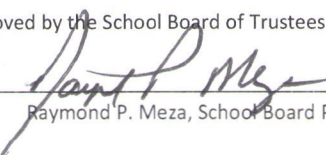
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## Summer School Rates

## San Felipe Del Rio Consolidated Summer School Rates 2023 - 2024

Positions	Hourly Rate
Administrator/Facilitator/Web Facilitator	\$51.20
Athletic Program Coaches	\$20.20
Bus Driver	\$19.20
Bus Monitor	\$12.80
Nurse's Assistant	\$17.60
Clerk	\$16
Counselor	\$40
Critical Needs Assistant	\$11.60
Custodian	\$14.40
Document Translator	\$40
Educational Diagnostician	\$40
Food Service Manager	\$25.04
Food Service Cook	\$17.27
Food Service Worker	\$16
Instructional Aide	\$19.20
Lab Manager Aide	\$19.20
Lab Manager/Van Driver	\$20.80
Lead Teacher	\$40
Librarian	\$40
Library Aide	\$19.20
Licensed Vocational Nurse (LVN)	\$22.40
Parental Aide	\$17.60
Reading Specialist	\$40
Registered Nurse (RN)	\$40
Resource Aide	\$19.20
Secretary	\$19.20
Special Education Aide/Deaf Education Aide	\$19.20
Speech Language Pathologist	\$83.48
Speech Language Pathologist Assistant	\$55.65
Student Aides/MEEP Students	\$12.80
Teacher	\$40
Tutor (60 + College semester hours)	\$98.78 Daily Rate
Tutor (Bachelor's or Master's Degree)	\$118.26 Daily Rate

Approved by the School Board of Trustees on June 19, 2023

  
 Raymond P. Meza, School Board President