



San Felipe-Del Rio Consolidated Independent School District

# **2021 – 2022**

# **COMPENSATION PLAN**

*Board Approved – 06/07/2021*

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 2021-2022 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 (BSN), 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.

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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

Linda Guanajuato-Webb, Board Vice President

Diana E. Gonzales, Board Secretary

Alfredo Contreras, Board Member

Amy Haynes, Board Member

Joshua D. Overfelt, Board Member

Kenneth Smith, Board Member

## **Administration**

Dr. Carlos H. Rios, Superintendent of Schools

Amy Childress, Chief Financial Officer

Aidee G. Garcia, Chief Human Resources Officer

Aida Gomez, Chief Instructional Officer

Les Hayenga, Chief Operations Officer

Sandra Hernandez, Administrative Director



## **District Vision**

San Felipe Del Rio CISD embraces a belief in developing a strong culture of Courage, Collaboration, Innovation and Self-Direction. We are committed to ensuring high expectations and high standards that will equip and produce learners that will excel academically, in life and in their career.

## **SFDR CISD Shared Beliefs**

### **We believe:**

- It takes a united community to produce citizens with 21st century skills.
- Our community should provide a safe, nurturing, and trusting environment.
- Each individual should be inspired and inspire others to exceed their own expectations.
- Each individual should be motivated to take ownership of their own learning.
- We must provide EVERYONE with the resources to meet the individual needs of all students.

## **District Goals**

### **District Goal 1 – Student Performance**

The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.

### **District Goal 2 – Finance**

The District shall be a good steward of the community's resources – financial, human, facilities – and explore new opportunities for organizational efficiency and effectiveness.

### **District Goal 3 - Communication**

The District shall provide meaningful communication in a timely manner to all parents, students, staff and District partners.

### **District Goal 4 – Del Rio Middle School**

The District shall study the current level of satisfaction which will lead to a plan for improvement at Del Rio Middle School.

### **District Goal 5 – Literacy**

The District shall prioritize reading as a skill for lifelong learning.





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## **PAY PLAN:**

Academic Support Specialists

ARD Facilitators

Athletic Trainer Assistants

Early Childhood Interventionist

Curriculum & Instruction Specialists

Reading & Dyslexia Intervention Specialists

Teachers

### ANNUAL SALARY

This schedule is for the 2021-2022 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  
2021-2022 Teacher Pay Plan  
\$50,250 starting, 4.0% GPI**

<b>Years of Experience</b>	<b>New Hire Salary 187 Days</b>
0	\$50,250
1	\$50,550
2	\$50,800
3	\$51,100
4	\$51,400
5	\$51,900
6	\$52,300
7	\$52,700
8	\$53,200
9	\$53,800
10	\$54,700
11	\$55,300
12	\$55,800
13	\$56,600
14	\$57,500
15	\$58,400
16	\$59,100
17	\$59,880
18	\$60,780
19	\$61,080
20	\$61,780
21	\$62,530
22	\$63,130
23	\$63,780
24	\$64,530
25	\$65,030
26	\$65,530
27	\$66,030
28	\$66,530
29	\$66,780
30	\$67,030
31	\$67,530
32	\$67,780
33	\$68,280
34	\$68,580
35+	\$68,780

10-Month Hiring Range Minimum: \$50,250

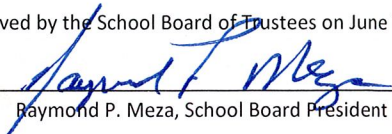
10-Month Hiring Range Maximum: \$68,780

Continuing Teachers will receive an increase of \$2,300

The salaries listed above are based on 10-month employment for the 2021-2022 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 7, 2021

  
Raymond P. Meza, School Board President



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## PAY PLAN:

### Administrators/Professionals

#### ANNUAL SALARY

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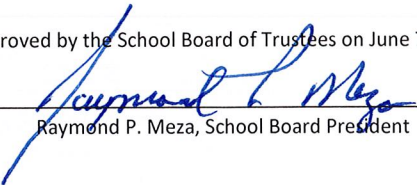
Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Daily</b>	<b>\$204.00</b>	<b>\$255.00</b>	<b>\$306.00</b>
	Coordinator Custodial	241	<b>241 Days</b>	49,164	61,455	73,746
	Coordinator Maintenance	241				
	Coordinator Operations	241				
<b>2</b>			<b>Daily</b>	<b>\$235.62</b>	<b>\$294.53</b>	<b>\$353.44</b>
	Coordinator Human Resources Information Systems	226	<b>226 Days</b>	53,250	66,564	79,877
	Coordinator Human Resources	226				
	Coordinator Multimedia Production	226				
	Specialist Database Manager-Skyward	226				
	Supervisor Payroll	226				
<b>3</b>			<b>Daily</b>	<b>\$263.90</b>	<b>\$329.87</b>	<b>\$395.84</b>
	Behavioral Specialist	187	<b>187 Days</b>	49,349	61,686	74,022
	Bilingual/ESL Strategist	187, 220	<b>193 Days</b>	50,933	63,665	76,397
	Coordinator Bilingual/ESL Compliance	226	<b>220 Days</b>	58,058	72,571	87,085
	Coordinator Employee Benefits & Support Services	226	<b>226 Days</b>	59,641	74,551	89,460
	Head Athletic Trainer	220				
	Librarian	193				
	Licensed Physical Therapy Asst	187				
	Registered Nurse/CTE Health Science Instructor	187				
	Speech Language Pathology Assistant	187				
<b>4</b>			<b>Daily</b>	<b>\$287.65</b>	<b>\$359.56</b>	<b>\$431.47</b>
	Accountant	226	<b>193 Days</b>	55,516	69,395	83,274
	Administrator Special Populations	226	<b>202 Days</b>	58,105	72,631	87,157
	Asst Principal - Elementary/SFMMS	205	<b>205 Days</b>	58,968	73,710	88,451
	Coordinator Career & Technical	226	<b>207 Days</b>	59,544	74,429	89,314
	Coordinator Cares Program - Del Rio/P-TECH	226	<b>220 Days</b>	63,283	79,103	94,923
	Coordinator District PEIMS	226	<b>226 Days</b>	65,009	81,261	97,512
	Coordinator Head Start	226				
	Coordinator LSSP	226				
	Coordinator Speech Language Program	202				
	Coordinator Student Registration & Enrollment	226				
	Coordinator Transportation	226				
	Counselor	193, 202, 207, 220, 226				
	Curriculum Coordinator Bilingual	226				
	Curriculum Coordinator Early Literacy	226				
	Curriculum Coordinator Instructional Technology	226				
	Curriculum Coordinator Secondary	226				
	Curriculum Coordinator Staff Dev & Advanced Academics	226				
	Curriculum Coordinator System Wide Testing	226				
	Director Purchasing	226				
	Educational Diagnostician	202				
	Network Administrator	226				
	Speech Language Pathologist	202				

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>5</b>			<b>Daily</b>	<b>\$313.54</b>	<b>\$391.92</b>	<b>\$470.30</b>
	Asst Athletic Director	226	<b>220 Days</b>	68,979	86,222	103,466
	Asst Principal DRMS/SGLC/DRFS/DRHS	220	<b>226 Days</b>	70,860	88,574	106,288
	Construction Manager	226				
	Coordinator Educational Diagnostician	226				
	Coordinator Fine Arts/HS Band Director	226				
	Coordinator Health Services	226				
	Dean of Instruction	220				
	Director Budget	226				
	Director Communication & Public Relations	226				
	Director Head Start/Principal	226				
	Director Transportation	226				
	District Chief of Police	226				
	Head Football Coach/Athletic Coordinator	226				
	Principal - Elementary/SFMMS/Blended Academy/ECHS	226				
<b>6</b>			<b>Daily</b>	<b>\$341.75</b>	<b>\$427.19</b>	<b>\$512.63</b>
	Comptroller	226	<b>226 Days</b>	77,236	96,545	115,854
	Director Athletics	226				
	Director Bilingual/ESL	226				
	Director CTE	226				
	Director Federal & State Programs	226				
	Director PEIMS DQ, Compliance, & Accountability	226				
	Director Special Education	226				
	Director Technology	226				
	Vice Principal, Freshman	226				
<b>7</b>			<b>Daily</b>	<b>\$369.10</b>	<b>\$461.37</b>	<b>\$553.64</b>
	Principal DRMS	226	<b>226 Days</b>	83,417	104,270	125,123
<b>8</b>			<b>Daily</b>	<b>\$398.62</b>	<b>\$498.28</b>	<b>\$597.94</b>
	Principal HS	226	<b>226 Days</b>	90,088	112,611	135,134
<b>9</b>			<b>Daily</b>	<b>\$452.44</b>	<b>\$565.55</b>	<b>\$678.66</b>
	Chief Financial Officer	226	<b>226 Days</b>	102,251	127,814	153,377
	Chief Human Resources Officer	226				
	Chief Instructional Officer	226				
	Chief Operations Officer	226				
	Director Administrative	226				

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 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
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1	
Aide Parental Liaison	187, 193
Aide Parental Liaison Bilingual/ESL District	187
Critical Needs Asst	187

Hourly	\$10.72	\$13.40	\$16.08
187 Days	16,037	20,046	24,056
193 Days	16,552	20,690	24,828

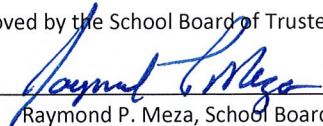
2	
Aide Head Start	187
Aide Instructional	187
Aide Library	187
Aide Library/Resource	187
Aide Parental Liaison District	193
Aide Physical Education	187
Aide Resource	187
Aide Special Education	187
Clerk ARD	202
Clerk Data Entry/Receptionist	187
Clerk Record Special Education	202
Clerk SERS-SEMS	226
Nurse Asst	187

Hourly	\$11.85	\$14.81	\$17.77
187 Days	17,728	22,156	26,584
193 Days	18,296	22,867	27,437
202 Days	19,150	23,933	28,716
226 Days	21,425	26,776	32,128

3	
Aide Computer Lab	187, 226
Aide Deaf Education	187
Aide Special Education (Behavior)	187
Aide Special Education (Life Skills)	187
Clerk Assistant Technology Case Management	202
Clerk Attendance/Discipline	207
Clerk Attendance/Truancy	207
Clerk Data Entry	207, 220
Clerk Data Entry (NGS)	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, 226
Registrar DRFS/ECHS	202, 226
Secretary Attendance	193
Secretary Counselor	193, 202, 207, 220
Secretary Educational	193, 202, 220
Secretary Substitute	193

Hourly	\$13.50	\$16.88	\$20.26
187 Days	20,196	25,252	30,309
193 Days	20,844	26,063	31,281
202 Days	21,816	27,278	32,740
207 Days	22,356	27,953	33,551
220 Days	23,760	29,709	35,658
226 Days	24,408	30,519	36,630

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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**4**

Clerk Fixed Assets	226
Registrar HS	220
Secretary Athletics	226
Secretary Bilingual/ESL	226
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 PEIMS DQ, Compliance, & Accountability	226
Secretary Principal - Elementary/SFMMS	220, 226
Secretary Student & Family Support Services	226
Secretary Transportation	226
Specialist Student Services	226

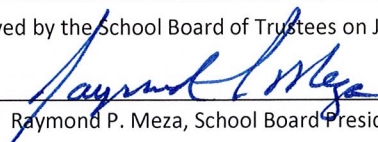
Hourly	\$15.60	\$19.50	\$23.40
<b>220 Days</b>	27,456	34,320	41,184
<b>226 Days</b>	28,205	35,256	42,307
<b>241 Days</b>	30,077	37,596	45,115

**5**

Bookkeeper High School	226
Clerk Accounts Payable	226
Clerk Accounts Payable Activity Funds	226
Clerk Accounts Payable/Travel	226
Clerk Budget	226
Clerk Budget FS	226
Clerk Payroll	226
Clerk Purchasing	226
District Registrar	226
LVN	187, 193
Secretary Employee Benefits	226
Secretary Principal - DRMS/DRFS/DRHS	226
Specialist Human Resources	226
Specialist PEIMS DQ & Compliance	226

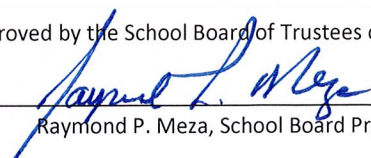
Hourly	\$17.58	\$21.84	\$26.10
<b>187 Days</b>	26,300	32,673	39,046
<b>193 Days</b>	27,144	33,721	40,298
<b>220 Days</b>	30,941	38,438	45,936
<b>226 Days</b>	31,785	39,487	47,189

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>6</b>			<b>Hourly</b>	<b>\$19.69</b>	<b>\$24.46</b>	<b>\$29.23</b>
	Accountant Asst	226	<b>220 Days</b>	34,654	43,050	51,445
	Clerk Procurement	226	<b>226 Days</b>	35,600	44,224	52,848
	Computer Technician	220, 226				
	Help Desk Technician	226				
	Multimedia Technician	226				
	Secretary Chief Financial Officer	226				
	Secretary Chief Human Resources Officer	226				
	Secretary Chief Instructional Officer	226				
	Secretary Chief Operations Officer	226				
	Specialist PEIMS DQ & Accountability	226				
	Web Content Management Technician	226				
<b>7</b>			<b>Hourly</b>	<b>\$23.58</b>	<b>\$29.11</b>	<b>\$34.64</b>
	Computer Technician Senior	226	<b>226 Days</b>	42,633	52,631	62,629
	Fiber Network Technician	226				
	Network Specialist	226				
<b>8</b>			<b>Hourly</b>	<b>\$27.05</b>	<b>\$33.19</b>	<b>\$39.33</b>
	Exec Asst for Supt & Board	226	<b>226 Days</b>	48,906	60,008	71,109

Approved by the School Board of Trustees on June 7, 2021

  
 Raymond P. Meza, School Board President



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## **PAY PLAN:**

### Auxiliary Staff

#### ANNUAL SALARY

This schedule is for the 2021-2022 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	Hours	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Bus Monitor	6	189	<b>Hourly</b>	<b>\$10.25</b>	<b>\$12.65</b>	<b>\$15.05</b>
	Food Service Worker	6	192	<b>182 Days</b>	14,924	18,418	21,913
	Safety Monitor	6, 8	182	<b>189 Days</b>	15,498	19,127	22,756
				<b>192 Days</b>	15,744	19,430	23,117
<b>2</b>	Bus Monitor Special Education	6	189	<b>Hourly</b>	<b>\$11.03</b>	<b>\$13.79</b>	<b>\$16.55</b>
	Custodian	8	261	<b>189 Days</b>	16,677	20,850	25,024
	Food Service Cook	6	192	<b>192 Days</b>	16,942	21,181	25,421
	Food Service Worker (CC)	7	192	<b>261 Days</b>	23,031	28,794	34,556
	Groundskeeper	8	261				
<b>3</b>	Asst Food Service Manager - Elementary/SFMMS/DRFS	8	192	<b>Hourly</b>	<b>\$12.13</b>	<b>\$15.17</b>	<b>\$18.21</b>
	Mail Clerk	8	261	<b>192 Days</b>	18,632	23,301	27,971
	Textbook/Safety Worker	8	261	<b>261 Days</b>	25,327	31,675	38,022
	Warehouse Worker	8	261				
<b>4</b>	Asst Food Service Manager - DRMS/DRHS	8	192	<b>Hourly</b>	<b>\$13.72</b>	<b>\$17.14</b>	<b>\$20.56</b>
	Food Service Manager - Elementary/SFMMS/DRFS	8	192	<b>192 Days</b>	21,074	26,327	31,580
	General Maintenance Worker	8	261	<b>226 Days</b>	24,806	30,989	37,172
	Head Custodian	8	261	<b>261 Days</b>	28,647	35,788	42,929
	Security Guard	8	226				
	Textbook/Safety Clerk	8	261				
	Vehicle Mechanic Helper	8	261				
	Warehouse Lead	8	261				
	Welder	8	261				
<b>5</b>	Electrician Apprentice	8	261	<b>Hourly</b>	<b>\$16.18</b>	<b>\$20.23</b>	<b>\$24.28</b>
	Food Service Manager - DRMS/DRHS	8	192	<b>192 Days</b>	24,852	31,073	37,294
	Grounds Foreman	8	261	<b>241 Days</b>	31,195	39,003	46,812
	Lead General Maintenance Worker	8	261	<b>261 Days</b>	33,784	42,240	50,697
	Route Coordinator	8	241				
<b>6</b>	HVAC Mechanic I	8	261	<b>Hourly</b>	<b>\$19.10</b>	<b>\$23.87</b>	<b>\$28.64</b>
	Journeyman Plumber	8	261	<b>261 Days</b>	39,881	49,841	59,800
	Vehicle Mechanic	8	261				
<b>7</b>	HVAC Mechanic II	8	261	<b>Hourly</b>	<b>\$20.62</b>	<b>\$25.78</b>	<b>\$30.94</b>
	Lead Vehicle Mechanic	8	261	<b>226 Days</b>	37,281	46,610	55,940
	Maintenance Foreman	8	261	<b>261 Days</b>	43,055	53,829	64,603
	Master Electrician	8	261				
	Peace Officer	8	226, 261				
	Peace Officer/District Courier	8	261				
<b>8</b>	Police Sergeant-Advanced	8	261	<b>Hourly</b>	<b>\$23.30</b>	<b>\$29.13</b>	<b>\$34.96</b>
	Supervisor Food Service	8	241	<b>241 Days</b>	44,922	56,163	67,403
	Supervisor Inventory & Material Control	8	241	<b>261 Days</b>	48,650	60,823	72,996
	Supervisor Shipping & Receiving	8	261				
<b>BD</b>	Bus Driver	8	192	<b>Hourly</b>	<b>\$14.00</b>	<b>\$17.49</b>	<b>\$20.98</b>
	Bus Driver Special Education	8	192	<b>192 Days</b>	21,504	26,865	32,225

Approved by the School Board of Trustees on June 7, 2021

  
 Raymond P. Meza, School Board President





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## Teacher Stipends

# San Felipe Del Rio CISD

## Teacher Stipends

2021 - 2022

Angelo State University Dual Credit Instructor	\$56.25 per student (max 20 students per section)	\$1,125
Bilingual/ESL Certification Preparation Stipend	Stipend will be paid at the end of the school year (Upon course requirement completion)	\$500
Dual Credit After School/Summer Class	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)	\$500 or \$1,000 per semester
Elementary Certified Bilingual Teachers	Certified Bilingual Teachers servicing Bilingual students	\$2,000
	Certified Bilingual Teachers servicing Beginner and Intermediate Bilingual students (Including departmentalized sections)	\$2,000
Secondary ESL Teachers	Servicing 25 or more ESL students with a core team model (if less than 25 but more than 10 receipt of half stipend)	\$2,000
		\$1,000
Health Science Teachers	Certification Instructors Only	\$5,000
CNA Program Director	Licensed RN	\$500
Masters Stipend	Teachers holding a Master's degree in same content area of assignment	\$1,500
Physics		\$5,000
Reading & Dyslexia Intervention Specialist	Full-Time	\$2,200
	Part-Time and/or prorated	\$1,100
Secondary Math	4-8 & 7-12 Math Certification	\$2,200
Secondary Science	4-8 & 7-12 Science Certification	\$2,200
Special Education	Special Education Teachers	\$2,000
Team Leaders <small>Departments must have at least 3 personnel units (P.U.'s) to receive the minimum stipend. Do not count the team leaders in determining the number of P.U.'s.</small>	Departments with 3 to 6 P.U.'s	\$1,200
	Departments with 7 to 10 P.U.'s	\$1,530
	Departments with 11 or more P.U.'s	\$1,970
Mentor Stipend (per semester per mentee)		\$250
Literacy Coach Coordinator		\$5,000
<b>*Based on Available TEA or other Grant Funds*</b>		
Special Education Completed Full Individual Evaluations	Speech Language Pathologist	\$450 per completed FIE
	Educational Diagnostician	\$550 per completed FIE
	Licensed Specialist in School Psychology	\$850 per completed FIE
<b>*Based on Available Grant Funds* *Weekends &amp; After hours only*</b>		
COVID Vaccine Clinics	RN, LVN, CNA, Health Services Coordinator	\$25.00 per hour

Approved by the School Board of Trustees on June 7, 2021

  
 Raymond P. Meza, School Board President



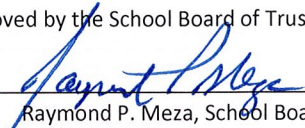
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## Supplemental Stipends

**San Felipe Del Rio CISD**  
**2021-2022 Supplemental Stipends**

STIPENDS BY POSITION		Stipend
<b>ADMINISTRATOR INTERN</b>		\$5,000.00
<b>COUNSELORS</b>	9-12 counselors (ACAP, Blended, ECHS, Freshman, DRHS, SGLC)	\$2,200.00
<b>LEAD LIBRARIAN</b>		\$3,300.00
<b>LEAD PE TEACHER</b>		\$3,300.00
STIPEND BY ORGANIZATION		Stipend
<b>BAND/MUSIC</b>	Assistant Band Directors - HS	\$8,730.00
	Assistant Band Directors - MS	\$7,276.00
	High School Choral Director	\$5,946.00
	Middle School Choral Director	\$4,341.00
	Strings Teacher	\$5,946.00
<b>CTE STUDENT ORGANIZATIONS</b>	CTE Organization Sponsor	\$600.00
	CTE Competitive Event or NTHS or VITA Sponsor-Must meet all requirements of the CTE Student Organization Guidelines	\$1,155.00
	CTE Competitive & Community Leadership Sponsor-Must meet all requirements of the CTE Student Organization Guidelines	\$2,310.00
<b>WELDING HEAD COACH</b>	CTE Welding Head Coach	\$8,730.00
<b>ROBOTICS PROGRAM</b>	High School FRC Robotic Program Head Coaches (2)	\$8,730.00
	High School FRC Robotic Program Assistant Coach(es) (1-4)	\$3,788.00
	Middle School Robotics Program Lead Coach (paid out at the end of the year)	\$2,310.00
	Middle School Robotics Program Assistant Coach(es) (paid out at the end of the year)	\$750 (2)
	San Felipe Memorial Middle School FLL Robotic Program (paid out at the end of the year)	\$660 (3)
	Elementary School E-Cadet Competition (8) (paid out at the end of the year)	\$605.00 (1) \$302.50 (2)
<b>U.I.L ACADEMICS</b>	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

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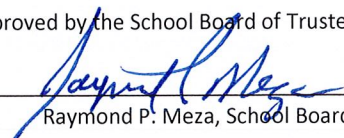
  
 Raymond P. Meza, School Board President

# San Felipe Del Rio CISD

## 2021-2022 Supplemental Stipends

STIPEND BY CAMPUS		Stipend
<b>DEL RIO HIGH SCHOOL</b>	Belles Head Sponsor (1)	\$7,276
	Belles Co-Sponsor (1)	\$3,210
	Dance Company (1)	\$7,276
	Broadcasting Sponsor (1)	\$1,250
	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
	Cheerleader Sponsor (1)	\$7,276
	JV Cheerleading Sponsor	\$4,815
	Cheerleader Co-Sponsor	\$1,100 (1) \$550 (2)
	National Honor Society Sponsor (1)	\$2,500
	ROTC Commander (1) <i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>	\$6,600
	ROTC Commander (1) - 20 Extra days @ \$150.00 per day	\$3,000
	ROTC Instructor <i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>	\$3,696
	ROTC Instructor - 20 Extra days @ \$150.00 per day	\$3,000
	Student Council Sponsor (1)	\$2,500
	Senior and Junior Class Sponsor	\$1,250
	Sophomore Class Sponsor	\$1,000
	Senior and Junior Assistant Sponsor	\$625
	Sophomore Assistant Sponsor	\$500
	Student Council Assistant Sponsor (1)	\$1,250
Written Art Sponsor (2)	\$1,500	
Yearbook Sponsor (1)	\$1,500	
<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
	ROTC Instructor (1) - 20 Extra days @ \$150.00 per day	\$3,000
ROTC Instructor (1) <i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>	\$3,696	

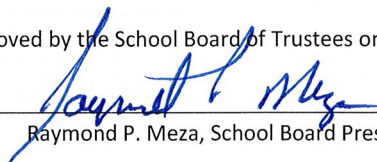
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**San Felipe Del Rio CISD**  
**2021-2022 Supplemental Stipends**

<b>MIDDLE SCHOOL</b>	National Honor Society Sponsor (1) - DRMS	\$550
	Cheerleader Sponsor - DRMS	\$4,815 (1) \$2,407.50 (2)
	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>ELEMENTARY</b>	CHOIR (1 per campus)	\$1,000

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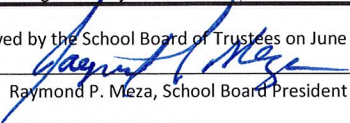
## Athletic Stipends

## San Felipe Del Rio CISD 2021-2022 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
Trainer, Assistant Athletic	2	\$7,576
Trainer, Head Athletic	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

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## Substitute Rates

**San Felipe Del Rio Consolidated Independent School District**  
**Substitute Pay Scale**  
**2021-2022**

		<b>RATE</b>
<b>ADMINISTRATOR</b>	Principal	\$200.00
	Assistant Principal	\$175.00
<b>TEACHER</b>	0-59 College semester hours	\$58.00
	60 + College semester hours	\$71.00
	Bachelor's or Master's Degree	\$85.00
<b>LONG TERM</b>	United States - Four Year Degree/Licensed, not certified	\$95.00
	Four Year Degree/Licensed at level and Texas certified, but not in area assigned (Provisional, Professional, Standard, One-Year, Intern)	\$110.00
<b>AFTER 5 CONSECUTIVE DAYS FOR THE SAME INSTRUCTOR, THE RATE INCREASES</b>	Four Year Degree/Licensed at level and Texas certified in area assigned (including CTE Teacher due work experience)(Provisional, Professional, Standard, One-Year, Intern)	\$175.00
<b>PROFESSIONAL</b>	Counselor, Speech Pathologist, Educational Diagnostician, Librarian, Band Director, Nurse (with RN license)	\$150.00
<b>LVN</b>	Nurse (with LVN license)	\$112.00
<b>PARAPROFESSIONAL</b>	Instructional Aides (Special Education, PE Aides or position approved by Superintendent) (MUST HAVE 60 + SEMESTER HOURS)	\$58.00
	Secretary/Clerical/Resource	\$58.00
	Retired Paraprofessional substituting within their previous employment paygrade or higher	70% of their daily rate at retirement
<b>HOURLY</b>	Bus Drivers	\$10.00
	Bus Monitors, Pre-Kindergarten and Special Education	\$7.25
	Critical Needs Aides	\$7.25
	Mechanic	\$10.00
	Peace Officer	\$10.00
	Security Guards	\$7.25
	Substitute Nurse - Nurse's Assistant	\$7.25

**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.**

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**San Felipe Del Rio Consolidated Independent School District**  
**Part-Time Temporary Pay**  
**2021-2022**

		<b>RATE</b>
<b>TEMPORARY WORKERS</b> (The listing may change based on District need)	Critical Needs Aide (MUST HAVE 60+ SEMESTER HOURS or Special Permission from Superintendent)	\$7.25
	STAAR Monitor (Person whose primary duty is serving as a hallway monitor)	\$7.25
	Test Monitor	See Substitute Rates
	Safety Monitors	\$7.25
	Custodians	\$7.25
	Computer Technicians	\$7.25
	Food Service Worker	\$7.25
	Maintenance Worker	\$7.25
	Mechanic Helper	\$7.25
	Warehouse	\$7.25
<b>TUTORIAL TEACHERS and Test Administrator:</b> <b>To include, but not limited to:</b> <b>State Assessments, Sp. Ed.</b>	60 + College semester hours	\$71.00
	Bachelor's or Master's Degree	\$85.00
<b>MISCELLANEOUS (PER HOUR)</b>	Document Translator	\$25.00
	College Tutors (21st Century Grant)	\$10.00
	Curriculum Proofing	\$14.00
	Curriculum Writing	\$25.00
	Extra Duty Pay (Paraprofessionals) to include, but not limited to: Saturday Attendance and AP Labs	\$12.00
	Extra Duty Pay (Paraprofessionals) District Initiative	\$25.00
	Extra Duty Pay (Professionals) to include, but not limited to: Tutorial Program Teachers, Saturday Attendance and AP Labs, Inservice for district initiatives	\$25.00

*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.*

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**San Felipe Del Rio Consolidated Independent School District  
Part-Time Temporary Pay  
2021-2022**

		<b>RATE</b>
<b>MISCELLANEOUS (PER HOUR)</b>	Inservice State Required Training Attendance Stipend (After School, Weekends, Summer) Teacher	\$12.00
	Planning Meetings - Preparation Time for Presenters (Time must be beyond contract time) Maximum - 8 hours	\$32.00
	Staff Development Presenters and Facilitators (Beyond contract days and includes prep time)	\$200/Half Day \$400/ Full Day
<b>CURRICULUM &amp; INSTRUCTION PROJECT STIPEND</b>	1-3 Day Project	\$150.00 PER PROJECT
	4-5 Day Project	\$200.00 PER PROJECT
<b>HOMEBOUND/PEP</b>		\$25.00
<b>STUDENT WORKERS</b>		\$7.25
<b>WEB COORDINATOR</b> <i>Limited to \$1,500 per campus Del Rio High School and Del Rio Middle School limited to \$3,000 per campus</i>	Teacher- (Maximum of 60 hours or 30 hours if split between 2 teachers)	\$25.00
	Instructional Aides (Maximum of 125 hours or 62.50 hours if split between 2 instructional aides)	\$12.00

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

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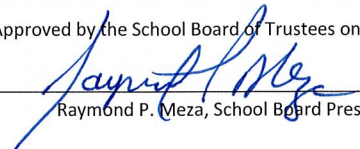
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## Summer School Rates

**San Felipe Del Rio Consolidated Independent School District**  
**Summer School Rates**  
**2021-2022**

POSITIONS	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	\$16.00
Counselor	\$40.00
Critical Needs Assistant	\$11.60
Custodian	\$14.40
Document Translator	\$40.00
Educational Diagnostician	\$40.00
Food Service Manager	\$25.04
Food Service Worker	\$16.00
Instructional Aide	\$19.20
Lab Manager Aide	\$19.20
Lab Manager/Van Driver	\$20.80
Lead Teacher	\$40.00
Librarian	\$40.00
Library Aide	\$19.20
Licensed Vocational Nurse (LVN)	\$22.40
Parental Aide	\$17.60
Reading Specialist	\$40.00
Registered Nurse (RN)	\$40.00
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	\$40.00
Tutor (60 + College semester hours)	\$98.78 Daily Rate
Tutor (Bachelor's or Master's Degree)	\$118.26 Daily Rate

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