



San Felipe-Del Rio Consolidated Independent School District

2022 – 2023

COMPENSATION PLAN

Board Approved – 06/20/2022

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

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 2022-2023 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.

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

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Administration

Dr. Carlos H. Rios, Superintendent of Schools

Israel Carrera, Chief Operations Officer

Amy Childress, Chief Financial Officer

Aidee G. Garcia, Chief Human Resources Officer

Aida Gomez, Chief Instructional Officer

Sandra Hernandez, Administrative Director



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.



PAY PLAN:

Academic Support Specialists

ARD Facilitators

Athletic Trainer Assistants

Early Childhood Interventionist

Curriculum & Instruction Specialists

Reading & Dyslexia Intervention Specialists

Teachers

ANNUAL SALARY

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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
2022-2023 Teacher Pay Plan
\$51,750 starting, 3.1% GPI**

Years of Experience	New Hire Salary 187 Days
0	\$51,750
1	\$52,050
2	\$52,350
3	\$52,750
4	\$53,150
5	\$53,950
6	\$54,350
7	\$54,750
8	\$55,150
9	\$55,650
10	\$56,550
11	\$57,050
12	\$57,550
13	\$58,050
14	\$58,550
15	\$59,450
16	\$60,200
17	\$60,900
18	\$61,680
19	\$62,580
20	\$62,880
21	\$63,580
22	\$64,330
23	\$64,930
24	\$65,580
25	\$66,330
26	\$66,830
27	\$67,330
28	\$67,830
29	\$68,330
30	\$68,580
31	\$68,830
32	\$69,330
33	\$69,580
34	\$70,080
35+	\$70,380

10-Month Hiring Range Minimum: \$51,750

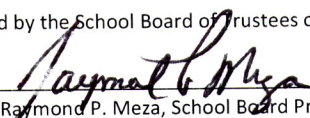
10-Month Hiring Range Maximum: \$70,380

Continuing Teachers will receive an increase of \$1,800

The salaries listed above are based on 10-month employment for the 2022-2023 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 20, 2022


Raymond P. Meza, School Board President



PAY PLAN:

Administrators/Professionals

ANNUAL SALARY

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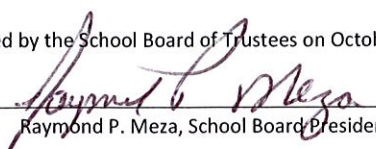
Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Coordinator Child Nutrition	241	\$216.00	\$270.00	\$324.00
	Coordinator Custodial	241	\$52,056	\$65,070	\$78,084
	Coordinator Maintenance	241			
	Coordinator Operations	241			
2					
	Coordinator HRIS	226	\$238.68	\$298.35	\$358.02
	Coordinator Human Resources	226	\$53,942	\$67,427	\$80,913
	Coordinator Multimedia Production	226			
	Coordinator Student Services	226			
	Database Manager	226			
	Special Revenue Grant Funding Specialist	226			
	Supervisor Payroll	226			
3					
	Behavioral Specialist	187	\$264.94	\$331.17	\$397.40
	Bilingual/ESL Strategist	187, 220	\$49,544	\$61,929	\$74,314
	Coordinator Bilingual/ESL Compliance	226	\$51,133	\$63,916	\$76,698
	Coordinator Employee Benefits & Support Services	226	\$58,287	\$72,857	\$87,428
	Coordinator Purchasing	226	\$59,876	\$74,844	\$89,812
	Head Athletic Trainer	220			
	Librarian	193			
	Licensed Physical Therapy Asst	187			
	Police Lieutenant	226			
	Registered Nurse/CTE Health Science Instructor	187			
	Speech Language Pathology Assistant	187			
4					
	Accountant	226	\$292.09	\$365.11	\$438.13
	Asst Principal - Elementary/SFMMS/Blended Academy	205	\$56,373	\$70,466	\$84,559
	Coordinator Career & Technical	226	\$59,002	\$73,752	\$88,502
	Coordinator Del Rio Cares Program	226	\$59,878	\$74,848	\$89,817
	Coordinator TSDS/PEIMS	226	\$60,463	\$75,578	\$90,693
	Coordinator Head Start	226	\$64,260	\$80,324	\$96,389
	Coordinator LSSP	226	\$66,012	\$82,515	\$99,017
	Coordinator Speech Language Program	202			
	Coordinator Student Registration & Enrollment	226			
	Coordinator Title I	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 Staff Dev & Advanced Academics	226			
	Curriculum Coordinator System Wide Testing	226			
	Director Purchasing	226			
	Educational Diagnostician	202			
	ESSER Grant Manager	226			
	Network Administrator	226			
	Speech Language Pathologist	202			

Approved by the School Board of Trustees on October 17, 2022


 Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
5					
	Asst Principal DRMS/SGLC/DRFS/DRHS/ECHS	220	Daily \$321.30	\$401.62	\$481.94
	Construction Manager	226	220 Days \$70,686	\$88,356	\$106,027
	Coordinator Educational Diagnostician	226	226 Days \$72,614	\$90,766	\$108,918
	Coordinator Health Services	226			
	Dean of Instruction	220			
	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			
	Head Football Coach/Athletic Coordinator	226			
	Principal - Elementary/SFMMS/Blended Academy	226			
6					
	Comptroller	226	Daily \$351.82	\$439.77	\$527.72
	Director Athletics	226	226 Days \$79,511	\$99,388	\$119,265
	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			
	Principal - ECHS	226			
	Vice Principal, Freshman	226			
7					
	Principal DRMS	226	Daily \$376.44	\$470.55	\$564.66
			226 Days \$85,075	\$106,344	\$127,613
8					
	Principal HS	226	Daily \$402.79	\$503.49	\$604.19
			226 Days \$91,031	\$113,789	\$136,547
9					
	Chief Financial Officer	226	Daily \$477.31	\$596.64	\$715.97
	Chief Human Resources Officer	226	226 Days \$107,872	\$134,841	\$161,809
	Chief Instructional Officer	226			
	Chief Operations Officer	226			
	Director Administrative	226			

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 Raymond P. Meza, School Board President



PAY PLAN:

Para-Professional Staff

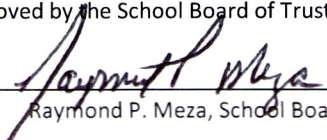
ANNUAL SALARY

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Aide Parental Liaison	187, 193	Hourly \$13.50	\$16.00	\$18.50
	Aide Parental Liaison Bilingual/ESL District	187	187 Days	\$20,196	\$23,936
	Aide Support	187	193 Days	\$20,844	\$24,704
	Critical Needs Asst	187			\$28,564
2					
	Aide Head Start	187	Hourly \$14.00	\$16.80	\$19.60
	Aide Instructional	187	187 Days	\$20,944	\$25,133
	Aide Library	187	193 Days	\$21,616	\$25,939
	Aide Library/Resource	187	202 Days	\$22,624	\$27,149
	Aide Parental Liaison District	193	226 Days	\$25,312	\$30,374
	Aide Physical Education	187			\$35,437
	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			
3					
	Aide Computer Lab	187, 226	Hourly \$14.50	\$17.64	\$20.78
	Aide Deaf Education	187	187 Days	\$21,692	\$26,389
	Aide Special Education (Behavior)	187	193 Days	\$22,388	\$27,236
	Aide Special Education (Life Skills)	187	202 Days	\$23,432	\$28,506
	Clerk Assistant Technology Case Management	202	207 Days	\$24,012	\$29,212
	Clerk Attendance/Discipline	207	220 Days	\$25,520	\$31,046
	Clerk Attendance/Truancy	207	226 Days	\$26,216	\$31,893
	Clerk Data Entry	207, 220			\$37,570
	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	202			
	Secretary Attendance	193			
	Secretary Counselor	193, 202, 207, 220			
	Secretary Educational	193, 202, 220			
	Secretary Substitute	193			

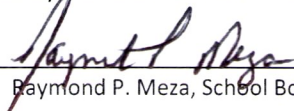
Approved by the School Board of Trustees on July 25, 2022


 Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4						
	Clerk Fixed Assets	226	Hourly	\$16.26	\$20.20	\$24.14
	Registrar HS	220	220 Days	\$28,618	\$35,552	\$42,486
	Secretary Athletics	226	226 Days	\$29,398	\$36,522	\$43,645
	Secretary Bilingual/ESL	226	241 Days	\$31,349	\$38,946	\$46,542
	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				

5						
	Bookkeeper High School	226	Hourly	\$17.94	\$22.29	\$26.64
	Clerk Accounts Payable	226	187 Days	\$26,838	\$33,346	\$39,853
	Clerk Accounts Payable Activity Funds	226	193 Days	\$27,699	\$34,416	\$41,132
	Clerk Accounts Payable/Travel	226	220 Days	\$31,574	\$39,230	\$46,886
	Clerk Budget	226	226 Days	\$32,436	\$40,300	\$48,165
	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/ECHS	226				
	Specialist Human Resources	226				
	Specialist Data Quality & Compliance	226				

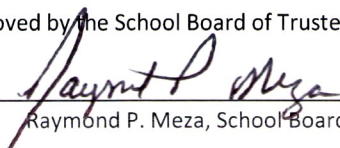
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Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
6						
	Accountant Asst	226	Hourly	\$20.09	\$24.96	\$29.83
	Computer Technician	220, 226	220 Days	\$35,358	\$43,930	\$52,501
	Help Desk Technician	226	226 Days	\$36,323	\$45,128	\$53,933
	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 Data Quality & Accountability	226				
	Web Content Management Technician	226				
7						
	Computer Technician Senior	226	Hourly	\$24.11	\$29.95	\$35.79
	Fiber Network Technician	226	226 Days	\$43,591	\$54,150	\$64,708
	Network Specialist	226				
8						
	Exec Asst for Supt & Board	226	Hourly	\$27.21	\$33.39	\$39.57
			226 Days	\$49,196	\$60,369	\$71,543

Approved by the School Board of Trustees on July 25, 2022


 Raymond P. Meza, School Board President



PAY PLAN:

Auxiliary Staff

ANNUAL SALARY

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Pay Grade	Job Title	Hours	Calendars
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	Minimum	Midpoint	Maximum
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1

Bus Monitor	6	189
Food Service Worker	6	192
Safety Monitor	6, 8	182

Hourly	\$13.50	\$16.00	\$18.50
182 Days	\$14,742	\$17,472	\$20,202
182 Days	\$19,656	\$23,296	\$26,936
189 Days	\$15,309	\$18,144	\$20,979
192 Days	\$15,552	\$18,432	\$21,312

6 hour
8 hour
6 hour
6 hour

2

Bus Monitor Special Education	6	189
Crossing Guard-ECHS/DRHS	8	182
Custodian	8	261
Food Service Cook	6	192
Food Service Worker (CC)	7	192
Groundskeeper	8	261

Hourly	\$13.80	\$16.48	\$19.16
182 Days	\$20,093	\$23,995	\$27,897
189 Days	\$15,649	\$18,688	\$21,727
192 Days	\$15,898	\$18,985	\$22,072
192 Days	\$18,547	\$22,149	\$25,751
261 Days	\$28,814	\$34,410	\$40,006

8 hour
6 hour
6 hour
7 hour
8 hour

3

Asst Food Service Manager - Elementary/SFMMS/DRFS	8	192
Mail Clerk	8	261
Textbook/Safety Worker	8	261
Warehouse Worker	8	261

Hourly	\$14.25	\$17.39	\$20.53
192 Days	\$21,888	\$26,711	\$31,534
261 Days	\$29,754	\$36,310	\$42,867

8 hour
8 hour

4

Asst Food Service Manager - DRMS/DRHS	8	192
Food Service Manager - Elementary/SFMMS/DRFS	8	192
General Maintenance Worker	8	261
Head Custodian	8	261
Security Guard	8	226
Textbook/Safety Clerk	8	261
Vehicle Mechanic Helper	8	261
Warehouse Lead	8	261
Welder	8	261

Hourly	\$15.00	\$18.26	\$21.52
192 Days	\$23,040	\$28,047	\$33,055
226 Days	\$27,120	\$33,014	\$38,908
261 Days	\$31,320	\$38,127	\$44,934

8 hour
8 hour
8 hour

5

Electrician Apprentice	8	261
Food Service Manager - DRMS/DRHS	8	192
Grounds Foreman	8	261
Lead General Maintenance Worker	8	261
Route Coordinator	8	241

Hourly	\$16.92	\$20.64	\$24.36
192 Days	\$25,989	\$31,703	\$37,417
241 Days	\$32,622	\$39,794	\$46,966
261 Days	\$35,329	\$43,096	\$50,864

8 hour
8 hour
8 hour

6

HVAC Mechanic I	8	261
Journeyman Plumber	8	261
Vehicle Mechanic	8	261

Hourly	\$19.93	\$24.30	\$28.67
261 Days	\$41,614	\$50,738	\$59,863

8 hour

7

HVAC Mechanic II	8	261
Lead Vehicle Mechanic	8	261
Maintenance Foreman	8	261
Master Electrician	8	261
Peace Officer	8	226, 261
Peace Officer/District Courier	8	261

Hourly	\$21.62	\$26.37	\$31.12
226 Days	\$39,089	\$47,677	\$56,265
261 Days	\$45,143	\$55,061	\$64,979

8 hour
8 hour

8

Police Sergeant-Advanced	8	261
Supervisor Food Service	8	241
Supervisor Inventory & Material Control	8	241
Supervisor Shipping & Receiving	8	261

Hourly	\$25.19	\$30.72	\$36.25
241 Days	\$48,566	\$59,228	\$69,890
261 Days	\$52,597	\$64,143	\$75,690

8 hour
8 hour

BD

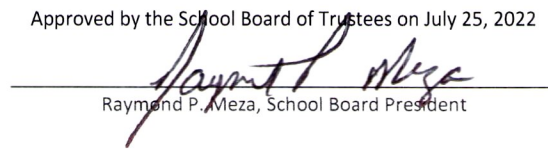
Bus Driver	8	192
Bus Driver Special Education	8	192

Hourly	\$15.25	\$18.43	\$21.61
192 Days	\$23,424	\$28,308	\$33,193

8 hour

Approved by the School Board of Trustees on July 25, 2022

Raymond P. Meza, School Board President





Teacher Stipends


San Felipe Del Rio CISD

Teacher Stipends

2022 - 2023

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 ELA/ESL Teachers (Must be Secondary ESL Certified)	Servicing 25 or more ESL students	\$2,000
	Servicing 10 to 24 ESL Students	\$1,000
Sheltered Team (Must be Secondary ESL Certified)	Servicing 25 or more ESL students with a core team model	\$2,000
	Servicing 10 to 24 ESL Students with a core team model	\$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
Performance Pay: Teacher Incentive Allotment	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.	
Physics		\$5,000
Reading & Dyslexia Intervention Specialist	Full-Time	\$2,200
	Part-Time and/or prorated	\$1,100
Secondary Math	4-8 & 7-12 Mathematics Certification Only - Current assignment grade level must be covered by certification grade band	\$2,200
Secondary Science	4-8 & 7-12 Science Composite Certification Only - Current assignment grade level must be covered by certification grade band	\$2,200
Special Education Team Leaders	Special Education Teachers	\$2,000
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.	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

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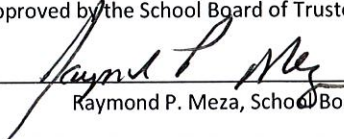


Supplemental Stipends

San Felipe Del Rio CISD
2022 - 2023 Supplemental Stipends

STIPENDS BY POSITION		Stipend
ADMINISTRATOR INTERN		\$5,000.00
COUNSELORS	9-12 counselors (ACAP, Blended, ECHS, Freshman, DRHS, SGLC)	\$2,200.00
LEAD LIBRARIAN		\$3,300.00
LEAD PE TEACHER		\$3,300.00
STIPEND BY ORGANIZATION		Stipend
BAND/MUSIC	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
CTE STUDENT ORGANIZATIONS	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
WELDING HEAD COACH	CTE Welding Head Coach	\$8,730.00
ROBOTICS PROGRAM	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)
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
SPONSORS- HIGH SCHOOL/FRESHMAN (9-12)	One Event	\$2,310
	Two Events	\$3,548
	Three Events	\$4,373
SPONSORS- MIDDLE SCHOOL	One Event	\$1,155
	Two Events	\$1,773
	Three Events	\$2,187
SPONSORS- ELEMENTARY	One Event	\$605
	Two Events	\$853
	Three Events	\$963

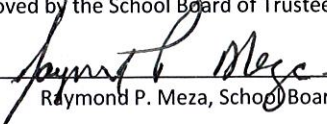
Approved by the School Board of Trustees on August 29, 2022


 Raymond P. Meza, School Board President

San Felipe Del Rio CISD
2022 - 2023 Supplemental Stipends

STIPEND BY CAMPUS		Stipend
DEL RIO HIGH SCHOOL	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)	\$6,600
	<i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>	
	ROTC Commander (1) - 20 Extra days @ \$150.00 per day	\$3,000
	ROTC Instructor	\$3,696
	<i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>	
	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	
FRESHMAN	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)	\$3,696
<i>NOTE: Adjusted to meet MIP due to COLA increases if needed.</i>		
BLENDED ACADEMY	Class Sponsor	\$1,000

Approved by the School Board of Trustees on August 29, 2022


 Raymond P. Meza, School Board President

San Felipe Del Rio CISD
2022 - 2023 Supplemental Stipends

MIDDLE SCHOOL	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
ELEMENTARY	CHOIR (1 per campus)	\$1,000

Approved by the School Board of Trustees on August 29, 2022



 Raymond P. Meza, School Board President



Athletic Stipends

San Felipe Del Rio CISD 2022 - 2023 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
Nurse Athletic	1	\$7,576
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
Liberio - 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 August 29, 2022


 Raymond P. Meza, School Board President



Substitute Rates

San Felipe Del Rio Consolidated Independent School District
Substitute Pay Scale
2022 - 2023

		RATE
ADMINISTRATOR	Principal	\$200.00
	Assistant Principal	\$175.00
TEACHER	0-59 College semester hours	\$58.00
	60 + College semester hours	\$71.00
	Bachelor's or Master's Degree	\$85.00
LONG TERM	United States - Four Year Degree, not certified	\$120.00
	Four Year Degree and Texas certified at grade level, but not in area assigned (Provisional, Professional, Standard, One-Year, Intern)	\$135.00
AFTER 5 CONSECUTIVE DAYS FOR THE SAME INSTRUCTOR, THE RATE INCREASES	Four Year Degree and Texas certified at grade level and in area assigned (including CTE Teacher due work experience)(Provisional, Professional, Standard, One-Year, Intern)	\$200.00
PROFESSIONAL	Counselor, Speech Pathologist, Educational Diagnostician, Librarian, Band Director, Nurse (with RN license)	\$150.00
LVN	Nurse (with LVN license)	\$112.00
PARAPROFESSIONAL	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 scope of duties.	70% of their daily rate at retirement
HOURLY	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.

Approved by the School Board of Trustees on November 14, 2022



 Raymond P. Meza, School Board President



Part-Time Rates

San Felipe Del Rio Consolidated Independent School District
Part-Time Temporary Pay
2022 - 2023

		RATE
TEMPORARY WORKERS (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
TEMPORARY TEACHERS	Must Hold Bachelor's Degree (INTERNAL STAFF - Must be cleared by Human Resources Department prior to placement)	\$200.00
TUTORIAL TEACHERS (Tutors) and Test Administrator: To include, but not limited to: State Assessments, Sp. Ed.	60 + College semester hours	\$71.00
	Bachelor's or Master's Degree	\$85.00
	Four Year Degree/Licensed at level and Texas certified, but not in area assigned (Provisional, Professional, Standard, One-Year, Intern)	\$110.00
	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
MISCELLANEOUS (PER HOUR)	Document Translator	\$25.00
	College Tutors (21st Century Grant)	\$10.00
	Curriculum Coordinator	\$50.00
	Curriculum Proofing	\$14.00
	Curriculum Specialist	\$25.00
	Curriculum Writing	\$25.00
	Extra Duty Pay (Paraprofessionals): (Non-Mitigation for learning loss)	\$12.00
	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 (Professionals): (Non-Mitigation for learning loss)	\$25.00
	Extra Duty Pay (Student Growth Testing): (T.I.A.) Retired Educators	\$25.00
	Extra Duty Pay (Professionals) to include, but not limited to: Tutorial Program Teachers, Saturday Attendance and AP Labs. (Mitigation for learning loss)	\$40.00

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.

Approved by the School Board of Trustees on November 14, 2022



 Raymond P. Meza, School Board President

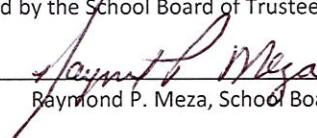
San Felipe Del Rio Consolidated Independent School District
Part-Time Temporary Pay
2022 - 2023

		RATE
MISCELLANEOUS (PER HOUR)	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
CURRICULUM & INSTRUCTION PROJECT STIPEND	1-3 Day Project	\$150.00 PER PROJECT
	4-5 Day Project	\$200.00 PER PROJECT
HOMEBOUND/PEP		\$25.00
STUDENT WORKERS		\$7.25
AFTER-SCHOOL PROGRAM (PER HOUR) (BASED ON AVAILABLE FUNDS)	After-School Coordinator(s) - District Employee(s)	\$30.00
	Teacher	\$40.00
	Instructional/Lab Manager Aide	\$19.20
	Tutor (60+ Hours)	\$12.34
	Tutor (Degreed)	\$14.78
	Parental Aide	\$17.60
	Student Workers - 16+ years old	\$10.00
	Transportation	\$19.20
WEB COORDINATOR <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.

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

Approved by the School Board of Trustees on November 14, 2022



 Raymond P. Meza, School Board President

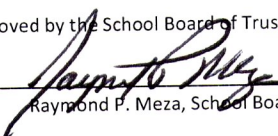


Summer School Rates

San Felipe Del Rio Consolidated Independent School District
Summer School Rates
2022 - 2023

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 Cook	\$17.27
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

Approved by the School Board of Trustees on June 20, 2022


 Raymond P. Meza, School Board President