



San Felipe-Del Rio Consolidated Independent School District

2024 – 2025

COMPENSATION PLAN

Board Approved – 06/17/2024

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



PAY PLAN:

ARD Facilitators

Athletic Trainer Assistants

Curriculum & Instruction Specialists

Early Childhood Interventionist

Positive Behavior Interventions & Support Liaison

Reading & Dyslexia Intervention Specialists

Teachers

ANNUAL SALARY

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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.

San Felipe Del Rio CISD
2024-2025 Teacher Pay Plan
\$54,950 starting

Years of Experience	New Hire Salary 187 Days
0	\$54,950
1	\$54,950
2	\$55,350
3	\$55,750
4	\$56,150
5	\$56,650
6	\$57,150
7	\$57,650
8	\$58,150
9	\$58,650
10	\$59,150
11	\$59,650
12	\$60,150
13	\$60,750
14	\$61,350
15	\$61,950
16	\$62,550
17	\$63,150
18	\$63,800
19	\$64,500
20	\$65,280
21	\$66,180
22	\$66,680
23	\$67,180
24	\$67,930
25	\$68,530
26	\$69,180
27	\$69,930
28	\$70,430
29	\$70,930
30	\$71,430
31	\$71,930
32	\$72,180
33	\$72,430
34	\$72,930
35	\$73,180
36+	\$73,680

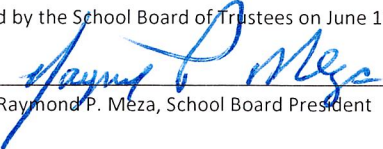
10-Month Hiring Range Minimum: \$54,950

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

The salaries listed above are based on 10-month employment for the 2024-2025 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 17, 2024


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			Daily	\$224.00	\$280.00	\$336.00
	* Coordinator 21st Century Community Learning Center Program Site	226	205 Days	\$ 45,920	\$ 57,400	\$ 68,880
	Coordinator Child Nutrition	241	220 Days	\$ 49,280	\$ 61,600	\$ 73,920
	Coordinator Custodial	241	226 Days	\$ 50,624	\$ 63,280	\$ 75,936
	Coordinator Maintenance	241	241 Days	\$ 53,984	\$ 67,480	\$ 80,976
	Coordinator Operations	241				
	Management Assistant to Campus Principal	205, 220				
	Manager Energy	241				
	* Specialist 21st Century Community Learning Center Program Site	226				
2			Daily	\$255.36	\$319.20	\$383.04
	Coordinator Human Resources	226	226 Days	\$57,711	\$72,139	\$86,567
	Coordinator Student Services	226				
	Manager Database	226				
3			Daily	\$284.73	\$355.91	\$427.09
	Athletic Trainer Head	220	187 Days	\$53,245	\$66,555	\$79,866
	Coordinator Bilingual/ESL Compliance	226	193 Days	\$54,953	\$68,691	\$82,428
	Coordinator Employee Benefits/Spt Svcs	226	202 Days	\$57,515	\$71,894	\$86,272
	Coordinator HRIS	226	220 Days	\$62,641	\$78,300	\$93,960
	Coordinator Purchasing	226	226 Days	\$64,349	\$80,436	\$96,522
	Coordinator Teacher Incentive Allotment and Talent Development	226				
	Librarian	193				
	Licensed Physical Therapy Asst	187				
	Police Lieutenant	226				
	Registered Nurse/CTE Health Science Instructor	187				
	Specialist Behavior	187				
	Speech Language Pathology Assistant	187				
	Supervisor Payroll	226				
	Strategist Bilingual/ESL	187				
4			Daily	\$298.97	\$373.71	\$448.45
	Accountant	226	193 Days	\$57,701	\$72,126	\$86,551
	Administrator Special Populations	226	202 Days	\$60,392	\$75,489	\$90,587
	Asst Principal - Elementary/SFMMS	205	205 Days	\$61,289	\$76,611	\$91,932
	Coordinator Career & Technical	226	207 Days	\$61,887	\$77,358	\$92,829
	Coordinator Del Rio Cares Program	226	220 Days	\$65,773	\$82,216	\$98,659
	Coordinator Fine Arts	226	226 Days	\$67,567	\$84,458	\$101,350
	Coordinator Head Start	226				
	Coordinator LSSP	226				
	Coordinator Senior Human Resources	226				
	Coordinator Special Revenue and Grants	226				
	Coordinator Speech Language Program	202				
	Coordinator Staff Dev & Advanced Academics	226				
	Coordinator Student Registration & Enrollment	226				
	Counselor	193, 202, 207, 220, 226				
	Curriculum Coordinator Bilingual	226				
	Curriculum Coordinator Early Literacy	226				
	Curriculum Coordinator System Wide Testing	226				
	Dean of Instruction - SFMMS	205				
	Director Purchasing	226				
	Educational Diagnostician	202				
	Network Administrator	226				
	Principal Intern	205				
	Speech Language Pathologist	202				

Approved by the School Board of Trustees on April 28, 2025

* Grant Funded

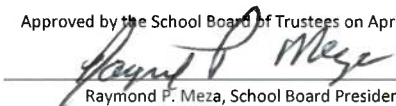


Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			Daily	\$328.86	\$411.08	\$493.30
	Asst Principal DRMS/SGLC/DRFS/DRHS/ECHS	220	220 Days	\$72,349	\$90,438	\$108,526
	Coordinator Educational Diagnostician	226	226 Days	\$74,322	\$92,904	\$111,486
	Coordinator Head Football Coach/Athletic	226				
	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 Curriculum & Instruction	226				
	Director Head Band	226				
	Director Head Start/Principal	226				
	Director Transportation	226				
	District Chief of Police	226				
	Principal - Elementary/SFMS/Blended Academy	226				
6			Daily	\$360.10	\$450.13	\$540.16
	Comptroller	226	226 Days	\$81,383	\$101,729	\$122,076
	Director Athletics	226				
	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				
7			Daily	\$385.31	\$481.64	\$577.97
	Principal DRMS 7th & 8th	226	226 Days	\$87,080	\$108,851	\$130,621
8			Daily	\$412.28	\$515.35	\$618.42
	Principal HS	226	226 Days	\$93,175	\$116,469	\$139,763
9			Daily	\$488.55	\$610.69	\$732.83
	Chief Academic Officer	226	226 Days	\$110,412	\$138,016	\$165,620
	Chief Administrative Officer	226				
	Chief Financial Officer	226				

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Raymond P. Meza, School Board President



PAY PLAN:

Para-Professional Staff

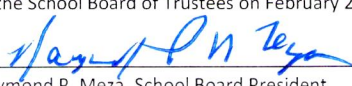
ANNUAL SALARY

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Aide Parental Liaison	187, 193	Hourly	\$15.00	\$17.78
	Aide Parental Liaison Bilingual/ESL District	187	187 Days	\$22,440	\$26,599
	Aide Support	187	193 Days	\$23,160	\$27,452
	Assistant Critical Needs	187			\$31,745
2					
	Aide Instructional	187	Hourly	\$15.55	\$18.66
	Aide Library	187	187 Days	\$23,263	\$27,915
	Aide Library/Resource	187	193 Days	\$24,009	\$28,811
	Aide Parental Liaison District	193	202 Days	\$25,129	\$30,155
	Aide Physical Education	187	226 Days	\$28,114	\$33,737
	Aide Resource	187			\$39,360
	Aide Special Education	187			
	Assistant Nurse	187			
	Clerk ARD	202			
	Clerk Data Entry/Receptionist	187			
	Clerk Record Special Education	202			
	Clerk SERS-SEMS	226			
3					
	Aide Computer Lab	187, 226	Hourly	\$16.10	\$19.59
	Aide Deaf Education	187	187 Days	\$24,086	\$29,307
	Aide Special Education (Behavior)	187	193 Days	\$24,858	\$30,247
	Aide Special Education (Life Skills)	187	202 Days	\$26,018	\$31,657
	Clerk Assistant Technology Case Management	202	207 Days	\$26,662	\$32,441
	Clerk Attendance/Discipline	207	220 Days	\$28,336	\$34,478
	Clerk Attendance/Truancy	207	226 Days	\$29,109	\$35,419
	Clerk Data Entry	207, 220			\$41,729
	Clerk Data Entry (NGS)	226			
	Clerk Human Resources	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			
4					
	Clerk Fixed Assets	226	Hourly	\$17.35	\$21.55
	Registrar HS	220	220 Days	\$30,536	\$37,928
	Secretary Athletics	226	226 Days	\$31,369	\$38,962
	Secretary Bilingual/ESL	226	241 Days	\$33,451	\$41,548
	Secretary CTE	226			\$49,646
	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/SGLC	220, 226			
	Secretary Senior Human Resources Coordinator	226			
	Secretary Student & Family Support Services	226			
	Secretary Transportation	226			
	Specialist Student Services	226			

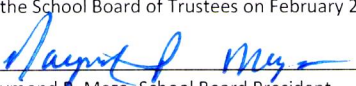
Approved by the School Board of Trustees on February 24, 2025



Raymond P. Meza, School Board President

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Hourly	\$18.20	\$22.62	\$27.04
	Bookkeeper HS	226	187 Days	\$27,227	\$33,840	\$40,452
	Clerk Accounts Payable	226	193 Days	\$28,101	\$34,925	\$41,750
	Clerk Accounts Payable/Activity Funds	226	226 Days	\$32,906	\$40,897	\$48,888
	Clerk Accounts Payable/Travel	226				
	Clerk Budget	226				
	Clerk Food Service Budget	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				
6			Hourly	\$20.40	\$25.35	\$30.30
	Accountant Assistant	226	226 Days	\$36,883	\$45,833	\$54,782
	Secretary Chief Academic Officer	226				
	Secretary Chief Administrative Officer	226				
	Secretary Chief Financial 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				
7			Hourly	\$24.70	\$30.68	\$36.66
	Specialist Network	226	226 Days	\$44,658	\$55,469	\$66,281
	Technician Senior Computer	226				
8			Hourly	\$27.75	\$34.05	\$40.35
	Executive Assistant for Superintendent & Board of Trustees	226	226 Days	\$50,172	\$61,562	\$72,953
	Technician School Safety	226				

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 Raymond P. Meza, School Board President



PAY PLAN:

Auxiliary Staff

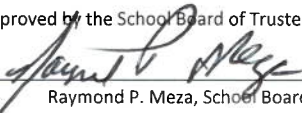
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Pay Grade	Job Title	Hours	Calendars	Minimum	Midpoint	Maximum		
1				Hourly	\$15.00	\$17.78	\$20.56	
	Bus Monitor	6	189	182 Days	\$16,380	\$19,416	\$22,452	6 hour
	Food Service Worker	6	192	182 Days	\$21,840	\$25,888	\$29,935	8 hour
	Safety Monitor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

Approved by the School Board of Trustees on April 28, 2025



Raymond P. Meza, School Board President



Teacher Stipends

San Felipe Del Rio CISD

Teacher Stipends

2024 - 2025

Band/Choir/Music Stipends	Assistant Band Directors - HS	\$8,730
	Assistant Band Directors - MS	\$7,276
	Choir - Elementary	\$1,000
	High School Choral Director	\$5,946
	Middle School Choral Director	\$4,341
	Strings Teacher	\$5,946
Bilingual Stipend *Applies to elementary teachers - current assignment grade level must be covered by certification grade band	Certified Bilingual Teachers servicing Bilingual students	\$2,000
	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
CTE Welding Head Coach Stipend		\$8,730
Dual Language Stipend	Must be in a dual language assignment and hold a bilingual or esl certification	\$4,000
ESL Stipend (Must be Secondary ESL Certified)	Servicing 25 or more ESL students	\$2,000
	Servicing 10 to 24 ESL Students	\$1,000
Health Science Stipend	Certification Instructors Only	\$5,000
Lead PE Teacher Stipend		\$3,300
Literacy Coach Coordinator Stipend		\$5,000
Master's Stipend	Teachers holding a Master's degree in same teaching assignment; applies to degrees conferred after August 2020	\$1,500
Master's Stipend (Grandfathered)	Teachers holding a Master's degree must meet the following criteria: 1) Must have been hired prior to August 2020 2) Held continuous employment with SFDR-CISD 3) Degree must have been conferred prior to August 2020	\$1,500
Mentor Stipend	Per semester, per mentee	\$250
Physics Stipend		\$5,000
Reading & Dyslexia Intervention Specialist Stipend	Full-Time	\$2,200
Robotics Program Stipends	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)
ROTC Program Stipends	ROTC Commander (1) - 10 Extra days @ \$150.00 per day	\$1,500
	ROTC Commander (1)	Varies per MIP
	ROTC Extra-Curricular Stipend	\$3,788
	ROTC Instructor - 10 Extra days @ \$150.00 per day	\$1,500
	ROTC Instructor	Varies per MIP
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 (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
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 Dept must have at least 3 personnel units (P.U.'s) to receive the minimum stipend. Excluding team leader.	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

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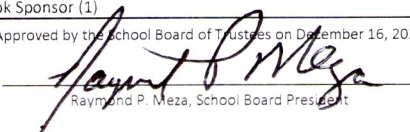


Supplemental Stipends

San Felipe Del Rio CISD
2024 - 2025 Supplemental Stipends

STIPENDS BY POSITION		Stipend
Counselors	9-12 counselors (Blended, ECHS, Freshman, DRHS, SGLC)	\$2,200
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
Lead Counselors	Elementary	\$1,970
	Secondary	\$1,970
STIPEND BY ORGANIZATION		Stipend
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
Retention Stipend (December)	One-time stipend issued to all employees in December of the 2024-2025 school year. Stipend is contingent upon available funds.	
Retention Stipend (September)	One-time stipend issued to all employees in September of the 2024-2025 school year. Stipend is contingent upon available funds.	
Teach Del Rio Initiative	Instructional Aide Pathway to Teaching	Varies
	Student Teacher Sign-On Stipend	\$2,000.00
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
STIPEND BY CAMPUS		Stipend
Middle School	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
Freshman	Freshman Class Assistant Sponsor	\$500
	Freshman Class Sponsor	\$1,000
	Freshman Cheer Sponsor (1)	\$4,815
	Sapphire Sponsor (1)	\$4,815
Blended Academy	Class Sponsor	\$1,000
Del Rio High School	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
	Dance Company (1)	\$7,276
	JV Cheerleading Sponsor	\$4,815
	National Honor Society Sponsor (1)	\$2,500
	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 December 16, 2024


Raymond P. Meza, School Board President



Athletic Stipends

San Felipe Del Rio CISD 2024 - 2025 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 Nurse	1	\$7,576
Athletic Trainer Assistant	1	\$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 September 16, 2024


 Raymond P. Meza, School Board President



Substitute Rates

San Felipe Del Rio Consolidated Independent School District

Substitute Pay Scale

2024 - 2025

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

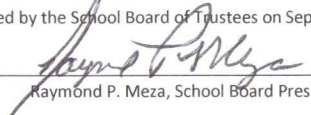
**Long Term rates apply after working 5 consecutive days for same instructor.

		*Half Day	Full Day	Mon/Fri Full Day Only	**Long Term
		Rate	Rate	Rate	Rate
Administrator	Principal		\$345		
	Assistant Principal		\$310		
Teachers	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
Professional	Counselor, Speech Pathologist, Educational Diagnostician, Librarian, Band Director, Nurse (with RN license) (MUST HOLD CERTIFICATION/LICENSURE)		\$207		
LVN	Nurse (with LVN license)		\$154.50		
Paraprofessional	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			
Hourly/Temporary (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		
	Hallway Monitor (State Testing)		\$80		
	Maintenance Worker		\$80		
	Mechanic		\$110		
	Mechanic Helper		\$80		
	Peace Officer		\$110		
	Safety Monitors		\$80		
	Security Guards		\$80		
	State Testing Proctor	See Teacher Sub Rates			
	Substitute Nurse - Nurse's Assistant		\$80		
	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 September 16, 2024


Raymond P. Meza, School Board President



Part-Time Rates

San Felipe Del Rio Consolidated Independent School District
Part-Time/Extra-Duty/Temporary Pay
2024 - 2025

		Hourly Rate	Daily Rate
Administrator	Non-District Event	Time & a Half	
After-School Program (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	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	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	
Nurse/EMT	After-school practice/events	\$40	
Peace Officer (Internal/External)	Non-District Event	\$40	
Special Education Completed Full Individual Evaluations	Speech Language Pathologist	per completed FIE	\$550
	Educational Diagnostician	per completed FIE	\$650
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)	\$1.00	\$241.50
Web Coordinator Limited to \$1,500 per campus Del Rio High School and Del Rio Middle School limited to \$3,000 per campus	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 November 18, 2024


Raymond P. Meza, School Board President



Summer School Rates

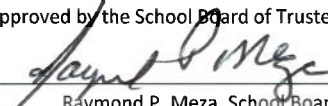
San Felipe Del Rio Consolidated

Summer School Rates

2024 - 2025

Positions	Hourly Rate
Administrator/Facilitator/Web Facilitator	\$51.20
Athletic Program Coaches	\$20.20
Bus Driver	\$19.20
Bus Monitor	\$15.00
Nurse's Assistant	\$17.60
Clerk	\$16
Counselor	\$40
Critical Needs Assistant	\$15.00
Custodian	\$15.00
Document Translator	\$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
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
Student Workers (16+ years old)	\$10.00
Teacher	\$40
Tutor (60 + College semester hours)	\$12.34
Tutor (Bachelor's or Master's Degree)	\$14.79

Approved by the School Board of Trustees on April 28, 2025


 Raymond P. Meza, School Board President