



HARLANDALE INDEPENDENT SCHOOL DISTRICT

Office of the Superintendent

Rey Madrigal * 102 Genevieve Dr. * San Antonio, TX 78214 * O: 210-989-4344 * F: 210-921-4334 * rey.madrigal@harlandale.net

Dear Harlandale Family Member;

We are pleased to announce that at the Special Called board meeting held on Tuesday, June 4, 2013, the Harlandale I.S.D. Board of Trustees approved a pay raise for district employees. The increases will take effect for the 2013-2014 school year. Below are the increases by category:

- **Teacher Scale**
 - Employees paid from the teacher's scale include teachers, librarians, social workers, nurses, etc.
 - Teachers paid from the bachelor's scale will receive a 3.5% increase of their 2012-13 salary.
 - Teachers paid from the master's scale will receive a 3.5% increase of their 2012-13.
- **Auxiliary**
 - A 4% increase of the midpoint average of the paraprofessional and classified scale and a 4% increase from the midpoint of the police officers scale and 5.5% of the transportation scales.
 - Paraprofessionals – Based on the 4% of the midpoint average, the increase for all paraprofessionals will receive a daily rate increase of \$5.28 a day. As we know, paraprofessionals work different amount of days depending on their position (187-231days). Therefore, the range of the annual increase is \$987.36 (based on 187 days) to \$1,219.68 (based on 231 days).
 - Classified – Based on the 4% of the midpoint average, the increase for all employees paid on the classified pay scale will receive a \$0.68 hourly increase. Employees paid on this scale are custodians, maintenance, child nutrition, warehouse, and information services technicians. Also depending on the number of hours worked and the number of employment days, the annual increase ranges from \$909.16 (based on 7hrs/ 191days) to \$1,414.40 (based on 8hrs/ 260days).
 - Police Officers – Based on the 4% increase to the midpoint of the pay scales for the police the hourly increase is \$0.69 for SRO, \$0.72 for EMO, and \$0.79 for Sergeants. Therefore, the range of the annual increase is \$1,435 to \$1,643 (based on 8hrs/ 260days).
 - Transportation – Based on the 5.5% increase to the midpoint of the pay scales for the bus monitors and the bus drivers the hourly increase is \$0.65 to \$0.81 an hour, respectively. Therefore, the annual increase is from \$624 to \$778 (based on 5hrs/ 192 days)

10/31/2013



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- **Administrators and specialists**

- These groups of employees traditionally receive the same increase as the teachers on the master scale at the midpoint. The midpoint of the new 2013-2014 teacher master scale is \$1,814.

The 2013 – 2014 pay scales are attached for your review and are also available on our website.

The Harlandale ISD is extremely proud to provide pay raises which comes as a result of a two year plan and State funding of public education. Through the Board of Trustees vision and leadership, and thanks to the diligent efforts of our administration, the Harlandale ISD continues to be a transformational leader in education. We sincerely appreciate your hard work, dedication and commitment to our students. Thank you for another successful school year. **YOU make a difference.**

Rey Madrigal
Superintendent
Harlandale ISD

Please note: My new e-mail address is rey.madrigal@harlandale.net