

**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT**  
**2008 - 2009**  
**HIRING SALARY SCHEDULE**

Teachers with a Master's degree signing with the school district on or after August 1, 2002 will be paid \$2,000 above base salary (Bachelor's Degree schedule).

**Classification 10:**  
 Bachelor's degree and certified teacher employed for 187 duty days of 10 months

Years Experience	Annual Salary	Daily Rate*
0	\$41,525	\$222.06
1	\$41,525	\$222.06
2	\$41,525	\$222.06
3	\$41,625	\$222.59
4	\$41,833	\$223.71
5	\$42,072	\$224.98
6	\$42,225	\$225.80
7	\$42,600	\$227.81
8	\$42,987	\$229.88
9	\$43,505	\$232.65
10	\$44,043	\$235.52
11	\$44,576	\$238.37
12	\$45,112	\$241.24
13	\$45,651	\$244.12
14	\$46,290	\$247.54
15	\$46,803	\$250.28
16	\$47,218	\$252.50
17	\$47,819	\$255.72
18	\$48,373	\$258.68
19	\$48,985	\$261.95
20	\$49,713	\$265.84
21	\$50,319	\$269.09
22	\$50,929	\$272.35
23	\$51,525	\$275.53
24	\$52,098	\$278.60
25+	\$52,674	\$281.68

\*Daily rate is calculated by dividing the annual salary by the number of instruction, staff development and teacher workdays found in the school calendar approved by the Board of Education.

\*\*In order to be paid on this schedule, the employee must meet the criteria found in Senate Bill 4 and approved by the Board of Education.

**Benefits:** Hospitalization and dental insurance, vision package, life insurance and prescription card services are provided. (The estimated group rate of these paid benefits equates to \$3,566 annually). Additionally, all employees are covered by FICA (Social Security).