



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: 6/6/2016

Purpose:  Report Only  Recognition  Discussion/ Possible Action

Presenter(s): Monica Lopez, Human Resource Director

Item Title:

Discussion and possible action to approve the 2016-2017 Pay and Compensation Plan.

Description:

The Administration requests that the Board of Trustees approve the 2016-2017 Pay and Compensation Plan as recommended by TASB. The proposed 2016-2017 Pay and Compensation Plan includes a 2% increase at mid-point for all employees that are within their salary range. Employees outside their salary range are not eligible for salary increases. The minimum hourly pay increases to \$11.00 from \$9.34 for all full time employees. Work calendars are presented for information purposes only. The Board is approving pay and compensation only, not work calendars.

District Goal:

Goal 4 We will recruit, attract, retain, and develop exceptional personnel in order to accomplish the goals of the school community.

Funding Budget Code and Amount:

CFO Approval

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APPROVAL ROUTE

SIGNATURE

DATE

Principal/Director:

\_\_\_\_\_

\_\_\_\_\_

Executive Director:

\_\_\_\_\_

\_\_\_\_\_

Chief Administrator:

\_\_\_\_\_

\_\_\_\_\_

Superintendent:

*[Handwritten Signature]*

*6-3-2016*



**2016-2017**  
**Pay and Compensation Plan**

**Prepared by  
HUMAN RESOURCES**

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# South San Antonio ISD

## **SCHOOL BOARD**

2016-2017

**Ms. Connie Prado, President**

**Mr. Carlos Longoria, Vice President**

**Ms. Angelina Osteguin, Secretary**

**Ms. Stacey Estrada, Trustee**

**Ms. Leticia Guerra, Trustee**

**Ms. Helen Madla, Trustee**

**Mr. Trinidad T. Mata, Trustee**

## **SUPERINTENDENT OF SCHOOLS**

Dr. Abelardo Saavedra

## **Director for Human Resources**

Mrs. Monica Lopez

# 2016-2017 Salary Structures by Job Families

**Teachers, Librarians  
Nurses (RN),  
Instructional Coaches**

**South San Antonio ISD**  
**Teachers, Librarians, and Nurses (RN)**  
**2016-2017**

Years of Experience	New Hire Salary
0	\$50,250
1	\$50,750
2	\$51,000
3	\$51,100
4	\$51,200
5	\$51,500
6	\$51,800
7	\$52,100
8	\$52,400
9	\$52,700
10	\$53,000
11	\$53,400
12	\$53,800
13	\$54,200
14	\$54,600
15	\$55,000
16	\$55,400
17	\$55,800
18	\$56,200
19	\$56,600
20	\$57,000
21	\$57,400
22	\$58,100
23	\$59,000
24	\$59,900
25+	\$60,800

<p><b>Master's Degree Stipend:</b>            \$1,200 if major is not in current teaching assignment or \$2,000 with a major in            their current teaching assignment</p>
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The salaries listed above are based on 10-month employment for the 2016-17 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.



# Administrative/ Professional



## 2016-17 Proposed Administrative/Professional Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>AP1</b>			<b>Daily</b>	<b>\$194.40</b>	<b>\$240.00</b>	<b>\$285.60</b>
	Administrator, Comp & Mobile Device	240	193 Days	37,519	46,320	55,121
	Mentor, Head Start Readiness	210	210 Days	40,824	50,400	59,976
	Specialist, Info Tech Support	240	226 Days	43,934	54,240	64,546
	Truant/Attendance Officer	193	240 Days	46,656	57,600	68,544
	ESREA Specialist	226				
<b>AP2</b>			<b>Daily</b>	<b>\$229.39</b>	<b>\$283.20</b>	<b>\$337.01</b>
	Administrator, Network	240	187 Days	42,896	52,958	63,021
	Administrator, Systems	240	207 Days	47,484	58,622	69,761
	Coord, HS Testing	226	210 Days	48,172	59,472	70,772
	Facilitator, At-Risk	210	226 Days	51,842	64,003	76,164
	Facilitator, Sch Age Parent Pr	207	240 Days	55,054	67,968	80,882
	Speech Lang Path (Asst)	187				
	Specialist Instr. Tech & Media	207				
	Assistant Athletic Trainer	187				
	Facilitator Head Start Family Services (CT7)	210				
<b>AP3</b>			<b>Daily</b>	<b>\$259.22</b>	<b>\$320.02</b>	<b>\$380.82</b>
	Accountant, Accts Payable	240	187 Days	48,474	59,844	71,213
	Accountant, General	240	190 Days	49,252	60,804	72,356
	Accountant, HS/Spec Ed	240	198 Days	51,326	63,364	75,402
	Accountant, Payroll	240	202 Days	52,362	64,644	76,926
	Accountant, Title I	240	226 Days	58,584	72,325	86,065
	Athletic Trainer	187	240 Days	62,213	76,805	91,397
	College Advisor	226				
	Coord, Custodian And Grounds	240				
	Counselor Alt	202				
	Counselor ES	187				
	Counselor HS	198, 202,				
	Counselor MS	226				
	Diagnostician	198				
	Facilitator, Bilingual/ESL	187				
	Facilitator, Instructional	226				
	Facilitator, Special Ed	226				
	Facilitator, Special Ed Ard/In	226				
	Occupational Therapist	202				
	Social Worker, Head Start Comm	202				
	Speech Language Pathologist	190				
	Transportation Director	240				
	Specialist, Instructional Technology (Teacher Scale)	210				

<b>AP4</b>	
Asst Director Child Nutrition	240
Asst Principal ES	198
Asst Principal MS	198
Chief of Police	240
Community Relations Officer	240
Coord, Advanced Academics	240
Coord, HR	240
Coord, HS ERSEA	226
Coord, Instr. Tech & Media Sv	240
Coord, PBIS - Sct Grant	240
Coord, Warehouse/Inventory	240
LSSP	202
PBIS Facilitator, SCT Grant	215
Specialist, Behavior	207
Specialist, HS Family & Rec	226
Specialist, HS Health	226
Specialist, HS Special Needs	226
Specialist, HS Volunteer	226
Specialist, PBIS Behavior	207

<b>Daily</b>	<b>\$277.36</b>	<b>\$342.42</b>	<b>\$407.48</b>
<b>193 Days</b>	53,530	66,087	78,644
<b>198 Days</b>	54,917	67,799	80,681
<b>202 Days</b>	56,027	69,169	82,311
<b>207 Days</b>	57,414	70,881	84,348
<b>215 Days</b>	59,632	73,620	87,608
<b>226 Days</b>	62,683	77,387	92,090
<b>240 Days</b>	66,566	82,181	97,795

<b>AP5</b>	
Asst Athletic/PE Coordinator	226
Asst Principal HS	210
Asst Principal, HS (Special Needs & High Risk)	210
Coord, Assessment & Account.	240
Coord, Career Ed Cntr	240
Coord, Guidance & Course	207

<b>Daily</b>	<b>\$296.78</b>	<b>\$366.39</b>	<b>\$436.00</b>
<b>207 Days</b>	61,433	75,843	90,252
<b>210 Days</b>	62,324	76,942	91,560
<b>226 Days</b>	67,072	82,804	98,536
<b>240 Days</b>	71,227	87,934	104,640

<b>AP6</b>	
Director, Athletic Program	240
Director, Bil/Mig/ESL	240
Director, Budget/Fiscal Pn	240
Director, Child Nutrition	240
Director, Early Childhood	240
Director, Early College HS	226
Director, Facilities/Trans	240
Director, Grant Proj-Sctg	240
Director, Teaching & Learning	240
Director, Purchasing	240
Director, Research & Eval. Inf	240
Director, STEM & Adv. Academic	240
Director, Stud Supp Services	240
Principal ES	215

<b>Daily</b>	<b>\$324.47</b>	<b>\$395.70</b>	<b>\$466.93</b>
<b>215 Days</b>	69,761	85,076	100,390
<b>226 Days</b>	73,330	89,428	105,526
<b>240 Days</b>	77,873	94,968	112,063

<b>AP7</b>	
Principal Alt	226
Principal MS	215, 226
Director, Fed & State Program (AP6)	240
Director, Human Resources (AP6)	240
Director, Special Ed (AP6)	240

<b>Daily</b>		<b>\$350.44</b>	<b>\$427.36</b>	<b>\$504.28</b>
<b>215</b>	<b>Days</b>	75,345	91,882	108,420
<b>226</b>	<b>Days</b>	79,199	96,583	113,967
<b>240</b>	<b>Days</b>	84,106	102,566	121,027

<b>AP8</b>	
Exec Director, Curr & Instruction	240
Exec Director, Operations & Tech.	240
Exec Director, Stud.& Parent Sup	240
Exec Principal Early College	240
Chief of Staff (AP7)	240

<b>Daily</b>		<b>\$378.47</b>	<b>\$461.55</b>	<b>\$544.63</b>
<b>240</b>	<b>Days</b>	90,833	110,772	130,711

<b>AP9</b>	
Chief Academic Officer	240
Chief Financial Officer	240

<b>Daily</b>		<b>\$430.51</b>	<b>\$525.01</b>	<b>\$619.51</b>
<b>240</b>	<b>Days</b>	103,322	126,002	148,682

# Clerical/ Technical Support

**2016-17 Proposed Clerical/Technical Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>CT1</b>			<b>Hourly</b>	<b>\$11.00</b>	<b>\$13.50</b>	<b>\$16.00</b>
	Clerk I, Assessment	207	<b>183 Days</b>	16,104	19,764	23,424
	Clerk I, Office	183, 226	<b>193 Days</b>	16,984	20,844	24,704
	Clerk I, Office Counselor	193	<b>207 Days</b>	18,216	22,356	26,496
	Clerk I, Office-CTE	183	<b>226 Days</b>	19,888	24,408	28,928
	Clerk I, Receptionist	240	<b>240 Days</b>	21,120	25,920	30,720
	Clerk I, RTI/PEIMS	207				
<b>CT2</b>			<b>Hourly</b>	<b>\$12.38</b>	<b>\$15.29</b>	<b>\$18.20</b>
	Clerk II, Appraisal	240	<b>183 Days</b>	18,124	22,385	26,645
	Clerk II, Assessment	226, 240	<b>193 Days</b>	19,115	23,608	28,101
	Clerk II, College Advisor	193	<b>226 Days</b>	22,383	27,644	32,906
	Clerk II, ES Attendance	193	<b>240 Days</b>	23,770	29,357	34,944
	Clerk II, Library	183				
	Clerk II, Migrant Recruiter (CT1)	183				
	Clerk II, Office	183				
	Clerk II, Office Print Shop	183				
	Clerk II, Secondary Attendance	193				
	Clerk II, SEMS	240				
	Clerk II, Special Ed	183				
	Secretary, School Counselor	183, 226				
	Secretary, Student Assessment	240				
<b>CT3</b>			<b>Hourly</b>	<b>\$13.49</b>	<b>\$16.67</b>	<b>\$19.85</b>
	Clerical, Print Shop	226	<b>193 Days</b>	20,829	25,738	30,648
	Clerk III, Head Start Admin	226	<b>226 Days</b>	24,390	30,139	35,889
	Clerk III, Lead Data Processor	226	<b>240 Days</b>	25,901	32,006	38,112
	Clerk III, Office	193				
	Clerk III, Sec Attend/Data	193				
	District Courier	240				
<b>CT4</b>			<b>Hourly</b>	<b>\$14.72</b>	<b>\$18.17</b>	<b>\$21.62</b>
	Bookkeeper, Athletics	240 (210)	<b>193 Days</b>	22,728	28,054	33,381
	Bookkeeper, Business Office(CT3)	240	<b>210 Days</b>	24,730	30,526	36,322
	Bookkeeper, HS (CT2)	240 (193)	<b>240 Days</b>	28,262	34,886	41,510
	Bookkeeper, Maintenance(CT3)	240				
	Bookkeeper, Sp Ed	240				
	Clerk III, Maint Sys Dispatcher(CT3)	240				
	Clerk III, PEIMS Data Entry	240				



Registrar, HS (CT3)	210
Specialist, Records Mgmt.	240

CT5	
Clerk III, Accounts Payable	240
Coordinator, Child Nut. Distrib.	240
Secretary, Campus ES	207
Secretary, Campus JH	207
Secretary, Child Nutrition (CT4)	240
Secretary, Director Sp Ed(CT4)	240
Secretary, Help Desk	240
Secretary, Transportation (CT4)	240
Specialist, HR (Substitute)	240
	240

Hourly	\$15.62	\$19.53	\$23.44
207 Days	25,867	32,342	38,817
240 Days	29,990	37,498	45,005

CT6	
Computer Technician	240
Secretary, Athletic Dept.	240
Secretary, Campus HS	226
Secretary, Director Bil/Esl/Mig	226
Secretary, Director Facs And Trans	240
Secretary, Director of Purchasing	240
Specialist, Hardware	240

Hourly	\$17.18	\$21.48	\$25.78
226 Days	31,061	38,836	46,610
240 Days	32,986	41,242	49,498

CT7	
Accountant, Staff	240
Secretary, Chief Academic Office	240
Secretary, Chief of Staff	240
Secretary, Executive Director	240
Specialist, Family Service	210
Specialist, HR (Auxiliary)	240
Specialist, HR (General)	240
Specialist, HR (Professional)	240
Specialist, HR (Risk Mgmt)	240
Specialist, HR PMIS/PEIMS	240
Specialist, Media	240
Specialist, NGSDE	226
Specialist, Payroll	240
Specialist, Telecommunications	240

Hourly	\$19.02	\$23.78	\$28.54
210 Days	31,954	39,950	47,947
226 Days	34,388	42,994	51,600
240 Days	36,518	45,658	54,797

CT8	
Coordinator, Student Data PEIMS	240
Specialist, Position Mgmt/HR	240
Superintendent's Admin Assistant	240
Supervisor, Payroll	240

Hourly	\$23.17	\$28.96	\$34.75
240 Days	44,486	55,603	66,720

# Instructional Support



## 2016-17 Proposed Instructional Support Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>IS1</b>				<b>Hourly</b>	<b>\$11.00</b>	<b>\$13.50</b>	<b>\$16.00</b>
		Instructional Aide	183	<b>183 Days</b>	16,104	19,764	23,424
		Instructional Aide, At-Risk	183				
		Instructional Aide, Bilingual	183				
		Instructional Aide, ESL	183				
		Instructional Aide, Head Start	183				
		Instructional Aide, PE	183				
		Instructional Aide, Pre-K	183				
<b>IS2</b>				<b>Hourly</b>	<b>\$11.81</b>	<b>\$14.58</b>	<b>\$17.35</b>
		Instructional Aide, Comp Lab	183	<b>183 Days</b>	17,290	21,345	25,400
		Instructional Aide, Sp ED I	183				
		Instructional Aide, Sp ED-Inclu	183				
		Instructional Aide, Sp ED-PPCD	183				
		Instructional Aide, Sp ED-Res	183				
		Instructional Aide, Teen Parent	183				
		Nurse's Aide	183				
<b>IS3</b>				<b>Hourly</b>	<b>\$12.92</b>	<b>\$15.75</b>	<b>\$18.59</b>
		Instructional Aide, Sp ED	183	<b>183 Days</b>	18,915	23,058	27,216
		Instructional Aide, Sp ED-BAC	183				
		Instructional Aide, Sp ED-LS	183				
		Instructional Aide, Sp ED-PPCD	183				
		Instructional Aide, Sp ED-VAC	183				
<b>IS4</b>				<b>Hourly</b>	<b>\$13.95</b>	<b>\$17.01</b>	<b>\$20.07</b>
		Instructional Aide, Deaf Ed	183	<b>183 Days</b>	20,423	24,903	29,382
<b>CI1</b>				<b>Hourly</b>	<b>\$20.71</b>	<b>\$23.81</b>	<b>\$26.91</b>
		Interpreter/AH-Cert/ I	183	<b>183 Days</b>	30,319	34,858	39,396
<b>CI2</b>				<b>Hourly</b>	<b>\$24.82</b>	<b>\$28.21</b>	<b>\$31.60</b>
		Interpreter/Cert-Level II	183	<b>183 Days</b>	36,336	41,299	46,262
<b>CI3</b>				<b>Hourly</b>	<b>\$27.06</b>	<b>\$30.75</b>	<b>\$34.44</b>
		Interpreter/Cert-Level III	183	<b>183 Days</b>	39,616	45,018	50,420

# Auxiliary

## 2016-17 Proposed Auxiliary Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$11.00</b>	<b>\$12.75</b>	<b>\$14.50</b>
	Bus Aide	183	<b>183 Days</b>	16,104	18,666	21,228
	Bus Aide - Head Start	183	<b>191 Days</b>	16,808	19,482	22,156
	Custodian	240	<b>193 Days</b>	16,984	19,686	22,388
	Custodian - Athletics	240	<b>240 Days</b>	21,120	24,480	27,840
	Custodian - Floater	240				
	Custodian - Food Service	193				
	Custodian - Food Service (Floater)	193				
	Food Service Worker	191				
	Food Service Worker - Floater	191				
<b>2</b>			<b>Hourly</b>	<b>\$11.72</b>	<b>\$14.47</b>	<b>\$17.22</b>
	Head Custodian	240	<b>240 Days</b>	22,502	27,782	33,062
	Head Custodian - Athletics	240				
	Maintenance - Athletics	240				
	Maintenance - General Helper	240				
	Maintenance - Groundskpr (AUX1)	240				
	Maintenance - HVAC Helper	240				
	Maintenance - Warehouse Assistant	240				
	Warehouse Assistant (AUX 1)	240				
<b>3</b>			<b>Hourly</b>	<b>\$13.30</b>	<b>\$16.42</b>	<b>\$19.54</b>
	Bus Driver	183	<b>183 Days</b>	19,471	24,039	28,607
	Bus Driver - Head Start	183	<b>191 Days</b>	20,322	25,090	29,857
	Bus Driver - Sp Ed	183	<b>240 Days</b>	25,536	31,526	37,517
	Cafeteria Manager - Assistant	191				
	Cafeteria Manager - Trainee	191				
	Head Custodian - HS	240				
	Maintenance - General Worker	240				
	Warehouse Worker I, Textbooks	240				
<b>4</b>			<b>Hourly</b>	<b>\$14.36</b>	<b>\$17.73</b>	<b>\$21.10</b>
	Cafeteria Manager, ES	193	<b>193 Days</b>	22,172	27,375	32,578
	Maintenance - General Worker II	240	<b>240 Days</b>	27,571	34,042	40,512
<b>5</b>			<b>Hourly</b>	<b>\$15.51</b>	<b>\$19.15</b>	<b>\$22.79</b>
	Cafeteria Manager, MS	193	<b>193 Days</b>	23,947	29,568	35,188
	Maintenance - Mechanic I	240	<b>240 Days</b>	29,779	36,768	43,757

<b>6</b>		
Cafeteria Manager - HS	193	
Foreman - Warehouse FS	240	
Maintenance - Glazier/Locksmith	240	
Maintenance - Mechanic II	240	
Plant Manager	240	

<b>Hourly</b>	<b>\$16.75</b>	<b>\$20.68</b>	<b>\$24.61</b>
<b>193 Days</b>	25,862	31,930	37,998
<b>240 Days</b>	32,160	39,706	47,251

<b>7</b>		
Electrician - Journey	240	
Plumber - Journey	240	
Supervisor - Custodial	240	
Supervisor - Warehouse	240	

<b>Hourly</b>	<b>\$19.10</b>	<b>\$23.58</b>	<b>\$28.06</b>
<b>240 Days</b>	36,672	45,274	53,875

<b>8</b>		
Area Supervisor - Child Nutrition	207	
Foreman - Electrician	240	
Foreman - Plumber	240	
Supervisor – Transportation (AUX 7)	240	

<b>Hourly</b>	<b>\$21.77</b>	<b>\$26.88</b>	<b>\$31.99</b>
<b>207 Days</b>	36,051	44,513	52,975
<b>240 Days</b>	41,798	51,610	61,421

# Police



**2016-17 Proposed Police Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>1</b>	Public Service Officer	187	<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.50</b>	<b>\$17.00</b>
			<b>187 Days</b>	17,952	21,692	25,432
<b>2</b>	Communications Operator	240	<b>Hourly</b>	<b>\$14.31</b>	<b>\$17.40</b>	<b>\$20.49</b>
			<b>240 Days</b>	27,475	33,408	39,341
<b>3</b>	Certified Peace Officer Supervisor, Police Communications	187, 240 240	<b>Hourly</b>	<b>\$17.94</b>	<b>\$21.75</b>	<b>\$25.56</b>
			<b>187 Days</b>	26,838	32,538	38,238
<b>4</b>	Investigator/Corporal	240	<b>Hourly</b>	<b>\$19.65</b>	<b>\$23.82</b>	<b>\$27.99</b>
			<b>240 Days</b>	37,728	45,734	53,741
<b>5</b>	Sergeant, Certified Peace Officer	240	<b>Hourly</b>	<b>\$22.01</b>	<b>\$26.20</b>	<b>\$30.39</b>
			<b>240 Days</b>	42,259	50,304	58,349
<b>6</b>	Lieutenant	240	<b>Hourly</b>	<b>\$24.50</b>	<b>\$28.82</b>	<b>\$33.14</b>
			<b>240 Days</b>	47,040	55,334	63,629

# Technology



## 2016-17 Proposed Technology Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>T1</b>			<b>Daily</b>	<b>\$148.00</b>	<b>\$185.00</b>	<b>\$222.00</b>
	Computer Technician	240	<b>226 Days</b>	33,448	41,810	50,172
	Specialist, Hardware	240	<b>240 Days</b>	35,520	44,400	53,280
	Desktop Services Technician	226				
	Specialist, Software (Child Nutrition)	240				
<b>T2</b>			<b>Daily</b>	<b>\$172.33</b>	<b>\$212.75</b>	<b>\$253.17</b>
	Specialist, Telecommunications	240	<b>240 Days</b>	41,359	51,060	60,761
<b>T3</b>			<b>Daily</b>	<b>\$203.35</b>	<b>\$251.05</b>	<b>\$298.75</b>
	Administrator, Comp & Mobile D	240	<b>240 Days</b>	48,804	60,252	71,700
	Specialist, Info Tech Support	240				
<b>T4</b>			<b>Daily</b>	<b>\$251.15</b>	<b>\$306.28</b>	<b>\$361.41</b>
	Administrator, Network	240	<b>240 Days</b>	60,276	73,507	86,738
	Administrator, Systems	240				
<b>T5</b>			<b>Daily</b>	<b>\$343.19</b>	<b>\$413.48</b>	<b>\$483.77</b>
	Director, Technology	240	<b>240 Days</b>	82,366	99,235	116,105

# Substitutes

**South San Antonio Independent School District**  
**School Year 2016-2017**  
 Substitute Pay Scale

**ADMINISTRATIVE - SUBSTITUTE**

**RATE**

Degree/Mid-Management Certification Principal.....\$190.00 Daily

**TEACHER SUBSTITUTE**

Teacher Certification.....\$100.00 Daily (\$90.00)  
 B.A. or M.A.

No Teacher Certification .....\$95.00 Daily (\$85.00)  
 B.A. or M.A.

Over 60 college hours .....\$75.00 Daily (\$65.00)

Below 60 college hours .....\$60.00 Daily

Substitute Teacher Aide Pay.....\$65.00 Daily

After 10 consecutive days for the same teacher,  
 the increase to the daily rate beginning on the 11th day. ....\$10.00 Daily (\$6.00)

**Substitute Bus Driver** .....\$12.75 Hourly (\$12.50)

**Substitute Bus Aide** .....\$9.50 Hourly (\$7.75)

**Substitute Custodial/Food Service Worker** .....\$9.50 Hourly (\$7.75)

Part Time Temporary .....\$9.50 Hourly (\$7.75)

\*Must meet specific certification requirements.

# Part-time/ Temporary Employees

**South San Antonio Independent School District**  
**School Year 2016-2017**  
 Part-Time Pay Scale

**CAMPUS ADMINISTRATOR**

Principal (Certified).....	\$225.00 Daily
Assistant Principal (Certified) .....	\$195.00 Daily

**\*TEACHER – PART-TIME**

Tutor (Teacher Certification) [after or during school] .....	\$25.00 Hourly
Tutor (Degreed) [after or during school] .....	\$18.00 Hourly
(After School Challenge, Tutoring, Sp. Ed. Teacher serving as Deaf Interpreter after hours)	
Tutor (College) {after or during school}.....	\$18.00 Hourly

**TEACHER AIDE– PART-TIME**

Teacher Aide – Part-Time.....	\$60.00 Daily
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**STUDENTS – PART-TIME**

VOE, Valued Youth Program.....	\$7.75 Hourly
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**Part-Time Temporary Pay  
 Special Education  
 2016-2017 School Year**

ARD Staff Meetings..... (Teacher Staff)	\$25.00 Hourly
Homebound Teacher .....	\$25.00 Hourly
Teacher Asst. for critical student needs .....	\$60.00 Daily
<b>Teacher Aud. Impaired .....</b>	<b>\$50.00 Hourly (\$25.00)</b>
Speech Therapist.....	\$32.00 Hourly

\*Must meet specific certification and/or licensure requirements.

# Summer School/ Extra Duty

**Summer School Rates  
2016-2017 School Year**

Principal.....	\$35.00 Hourly
Assistant Principal.....	\$30.00 Hourly
Teacher/Counselor/Nurse/Librarian/Truant Officers.....	\$25.00 Hourly
Paraprofessional.....	\$15.00 Hourly

**Extra Duty Rates (Regular School Year)  
2016-2017 School Year**

Teacher Scale.....	\$25.00 Hourly
Paraprofessional* .....	\$15.00 Hourly

\*Time ½ after 40 hours



# Stipends

## STIPENDS

The South San Antonio Independent School District pays stipends for the performance of supplemental duties or responsibilities. **A stipend is not a property right.**

Principals/Department Heads must submit a request for stipend payments from the Board approved stipend schedule to the appropriate Chief Officer or Designee for authorization and processing by the Human Resources Department. Final approval of individuals to receive scheduled stipends must be given by the Superintendent. The Principals/Department Heads are responsible to verify that the employee fulfilled all the requirements for the stipend. Any changes affecting a stipend must be immediately reported to the Human Resources Department for pay adjustments.

\*\*Stipends will be prorated on a daily basis unless otherwise specifically provided on the Board approved stipend schedule; stipend payments will be included with each of the 24 pay periods throughout the school year via the Position Management Information System (PMIS).

# Stipends School Year 2016-2017

## ELEMENTARY SCHOOL LEVEL

### Grade Level Department Head

Pre-Kinder .....	\$800.00 annually
Kindergarten .....	\$800.00 annually
First Grade .....	\$800.00 annually
Second Grade .....	\$800.00 annually
Third Grade.....	\$800.00 annually
Fourth Grade.....	\$800.00 annually
Fifth Grade.....	\$800.00 annually

Behavior Academic Class (BAC) (Professional)..... \$1,400.00 annually

### Lead Teacher:

Gifted and Talented Program\*.....\$600.00 annually

PBIS Team Member.....\$1,200.00 annually  
(Not to include Principal or Asst. Principal)

\*Paid in two installments (December and June)

# Stipends School Year 2016-2017

## MIDDLE SCHOOL LEVEL

### Department Head

Math .....	\$1,200.00 annually
English .....	\$1,200.00 annually
History .....	\$1,200.00 annually
Science.....	\$1,200.00 annually
Physical Education.....	\$ 800.00 annually
Special Education .....	\$ 800.00 annually
Electives .....	\$ 800.00 annually

Behavior Academic Class (BAC) (Professional)..... \$2,100.00 annually

### Lead Teacher:

Gifted and Talented Program\* .....\$600.00 annually

### Sponsors:

Year Book .....	\$1,250.00 annually
Newspaper .....	\$1,250.00 annually
Cheerleader .....	\$1,250.00 annually

PBIS Team Member.....\$1,200.00 annually  
(Not to include Principal or Assistant Principal)

\*Paid in two installments (December and June)

## Stipends School Year 2016-2017

### HIGH SCHOOL LEVEL

#### Department Head:

Math .....	\$2,000.00 annually
English.....	\$2,000.00 annually
History .....	\$2,000.00 annually
Science.....	\$2,000.00 annually
Physical Education.....	\$1,500.00 annually
Electives.....	\$1,500.00 annually
Business .....	\$1,500.00 annually
Special Education .....	\$1,500.00 annually
Fine Arts.....	\$1,500.00 annually
GT Lead.....	\$600.00 annually
Behavior Academic Class (BAC) (Professional).....	\$2,800.00 annually

#### Sponsors:

Year Book .....	\$1,600.00 annually
Newspaper.....	\$1,600.00 annually
Pepsquad.....	\$2,750.00 annually
Cheerleader.....	\$1,600.00 annually
	+15 days @ daily rt (10 days)
Dance Team.....	\$1,600.00 annually
	+15 days @ daily rt (10 days)
Robotics.....	\$1,400.00 annually
<b>High School UIL Coordinator</b> .....	\$1,200.00 annually
<b>Debate Coach</b> .....	\$1,600.00 annually
<b>UIL One Act Play</b> .....	\$1,200.00 annually

#### UIL Sponsors\*:

(Note: UIL Sponsors must have a minimum of 5 students participating.)

Science.....	\$ 250.00
Number Sense.....	\$ 250.00
Mathematics .....	\$ 250.00
Calculator Applications.....	\$ 250.00
Accounting.....	\$ 250.00
Computer Applications .....	\$ 250.00
Computer Science .....	\$ 250.00
Spelling and Vocabulary.....	\$ 250.00
Extemporaneous Information Speaking.....	\$ 250.00
Extemporaneous Persuasive Speaking.....	\$ 250.00
Ready Writing.....	\$ 250.00
News Writing .....	\$ 250.00
Feature Writing.....	\$ 250.00
Editorial Writing.....	\$ 250.00
Headline Writing.....	\$ 250.00
Literary Criticism.....	\$ 250.00
Prose Interpretation.....	\$ 250.00
Poetry Interpretation.....	\$ 250.00
Current Issues and Events.....	\$ 250.00

\*Plus \$100.00 per meet not to exceed 10 meets - paid as a one-time supplement at the end of the year

## Stipends School Year 2016-2017

### OTHER STIPENDS

Certified Bilingual Teacher Teaching 50%+ in Bilingual Class.....	\$ 1,600.00 annually
Certified Secondary Math Teachers Teaching 50%+ in Math Class.....	\$1,200.00 annually
Certified Secondary Science Teachers Teaching 50%+ in Science Class.....	\$1,200.00 annually
Special Education Teachers Teaching 50%+ in Special Education .....	\$1,500.00 annually
MS & HS Certified ESL Teacher Teaching 50%+ in ESL Class .....	\$ 800.00 annually
LSSP, Diagnosticians, and Speech Language Pathologists .....	\$3,000.00 annually
LSSP, (with Experience) \$1,000.00 /year of experience up to 5 years.....	\$1,000.00 annually
LSSP, Diagnosticians, and Speech Language Pathologists Bilingual.....	\$1,400.00 annually
Certified Gifted/Talented Teachers Teaching in G/T Class .....	\$ 200.00 annually
Dyslexia Program Lead Teacher.....	\$ 500.00 annually
Valued Youth Program Lead Teacher .....	\$ 500.00 annually
HS Auditorium Coordinator.....	\$1,400.00 annually
HS Media Coordinator.....	\$2,000.00 annually
Mariachi Program Supervisor.....	\$1,000.00 annually
Music Coordinator .....	(9 extra days @ daily rate)
Jr. ROTC Lead Sponsor .....	\$2,000.00 annually
Jr. ROTC Assistant .....	\$1,250.00 annually
Teacher Orientation Preparation Program Mentor.....	\$ 300.00 annually
New Teacher Mentor.....	\$ 300.00 annually
New Principal Mentor.....	\$1,000.00 Annually
*Dual Credit .....	\$500.00 per course per semester (If no other dual credit stipend is paid.)
Teacher Compensation Allotment (Teachers placed on Career Ladder As of 8-31-93.)	
Level II.....	\$1,500.00 annually
Level III.....	\$3,000.00 annually

\*Paid in two installments (December and June)



## CTE Stipends

Robotics.....	\$1,500.00 annually
Print Imaging.....	\$750.00 annually
Cosmetology.....	\$1,000.00 annually
Refinishing.....	\$750.00 annually
Cyber Patriot.....	\$500.00 annually
Texas Assn for Future Educators.....	\$500.00 annually
Architecture.....	\$500.00 annually
Health Occupations Studets of America (HOSA).....	\$500.00 annually
Architecture, Construction & Engineering Mentor (A).....	\$500.00 annually
Future Farmers of America (FFA).....	\$1,000.00 annually
Culinary Arts.....	\$1,000.00 annually



# Stipends School Year 2016-2017



## **BAND**

Band Director High School.....	\$2,450 annually+ 19 days @ daily rt.
Band Director Middle School.....	\$1,750 annually+ 19 days @ daily rt.
Assistant High School Band Director.....	\$1,400 annually+ 19 days @ daily rt.

## Athletic Stipends School Year 2016-2017



### HIGH SCHOOL LEVEL

Head Football <sup>1</sup>	\$15,000.00 annually
Athletic Coordinator	\$4,750.00 annually
Football Asst. Coordinator <sup>2</sup>	\$6,000.00 annually
Football Assistant <sup>3</sup>	\$5,500.00 annually
Head Volleyball	\$6,500.00 annually
Assistant Volleyball	\$4,000.00 annually
Head Track	\$5,000.00 annually
Assistant Track	\$3,500.00 annually
Head Cross Country	\$5,000.00 annually
Assistant Cross Country	\$3,500.00 annually
Head Baseball	\$6,000.00 annually
Assistant Baseball	\$3,600.00 annually
Head Softball	\$6,000.00 annually
Assistant Softball	\$3,600.00 annually
Head Basketball	\$6,500.00 annually
Assistant Basketball	\$4,000.00 annually
Head Soccer	\$5,000.00 annually
Assistant Soccer	\$3,600.00 annually
Head Swimming	\$4,500.00 annually
Head Golf	\$5,000.00 annually
Head Tennis <sup>4</sup>	\$5,000.00 annually
Asst. Tennis	\$2,500.00 annually
Athletic Trainer	\$10,00.00 annually
Asst. Athletic Trainer	\$8,500.00 annually

### MIDDLE SCHOOL LEVEL

Football	\$2,475.00 annually
Volleyball	\$1,800.00 annually
Basketball	\$1,800.00 annually
Soccer	\$1,800.00 annually
Track	\$1,800.00 annually

<sup>1</sup>Position receives 20 additional days added to the teacher contract

<sup>2</sup>Offensive and Defense Coordinator

<sup>3</sup>Includes: Special Teams, Running Backs, Line Backers, Offensive Line, Defensive Ends, Wide Receivers/TE, Defensive Tackles, Safety Corners

<sup>4</sup>Combined Fall & Spring Tennis to Head Tennis