



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 17, 2026

Agenda Section: Consent

Agenda Item Title: 2026-2027 South San Antonio ISD Pay and Compensation Plan Amendments

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: The 2026–2027 South San Antonio ISD Pay and Compensation Plan outlines the salary schedules, pay ranges, and stipends for all district positions. The proposed amendments support the District's strategic efforts to recruit, retain, and compensate highly qualified employees who contribute to improved student achievement and organizational success.

Historical Data: On July 20, 2026, the South San Antonio ISD Board of Trustees approved the initial 2026–2027 Pay and Compensation Plan. The proposed amendments reflect updates to that plan for the 2026–2027 school year.

Recommendation: Approve the 2026-2027 South San Antonio ISD Pay and Compensation Plan Amendments as presented.

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

South San Antonio ISD 2026-2027 Compensation Plan Certified Teacher			
2026-2027 Pay Scale			
Years of Experience	Salary for Certified Teachers 187 Days	Salary for Certified Support Teachers 193 Days	2026-2027
			Daily Rate
0	\$60,000	\$61,925	\$320.86
1	\$60,000	\$61,925	\$320.86
2	\$60,000	\$61,925	\$320.86
3	\$62,521	\$64,527	\$334.34
4	\$62,521	\$64,527	\$334.34
5	\$65,565	\$67,668	\$350.61
6	\$65,968	\$68,085	\$352.77
7	\$66,237	\$68,362	\$354.21
8	\$66,451	\$68,583	\$355.35
9	\$67,308	\$69,467	\$359.93
10	\$67,736	\$69,910	\$362.23
11	\$68,058	\$70,241	\$363.94
12	\$68,379	\$70,573	\$365.66
13	\$68,700	\$70,905	\$367.38
14	\$69,022	\$71,236	\$369.10
15	\$69,343	\$71,568	\$370.82
16	\$69,664	\$71,900	\$372.54
17	\$69,986	\$72,231	\$374.26
18	\$70,307	\$72,563	\$375.97
19	\$70,736	\$73,005	\$378.27
20	\$71,485	\$73,779	\$382.28
21	\$71,807	\$74,111	\$383.99
22	\$72,128	\$74,442	\$385.71
23	\$72,450	\$74,774	\$387.43
24	\$72,985	\$75,327	\$390.29
25	\$73,628	\$75,990	\$393.73
26	\$73,949	\$76,322	\$395.45
27	\$74,485	\$76,875	\$398.31
28+	\$77,463	\$79,948	\$414.24

DOI - Uncertified Teachers
Year 1 - \$55,000
Year 2 - \$50,000
Year 3+ - \$40,000

\$2,000 Master's Degree Stipend

* Eligibility for the Master's Degree Stipend is limited to Certified Teachers

The Teacher Retention Allotment will be considered an alternative salary. The alternative salaries above are based on 10 month employment for the 26-27 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed.

South San Antonio ISD

2026-2027 Compensation Plan

Support Staff

Librarians, ARD Facilitators, Master Teachers, Counselors & Registered Nurses

Years of Experience	Nurses	Lib., ES Counselor & ARD Fac.	MS Counselor	HS Counselor	Master Teacher & ECHS Counselor	Lead Counselor	2026-27 Daily Rate
	190 days	193 days	198 days	202 days	210 days	226 days	
0	\$60,302	\$61,254	\$62,841	\$64,111	\$66,650	\$71,728	\$317.38
1	\$61,343	\$62,312	\$63,926	\$65,217	\$67,800	\$72,966	\$322.86
2	\$61,643	\$62,617	\$64,239	\$65,537	\$68,132	\$73,323	\$324.44
3	\$61,861	\$62,838	\$64,466	\$65,768	\$68,373	\$73,582	\$325.58
4	\$62,025	\$63,004	\$64,636	\$65,942	\$68,554	\$73,777	\$326.45
5	\$62,577	\$63,565	\$65,212	\$66,530	\$69,164	\$74,434	\$329.35
6	\$62,987	\$63,982	\$65,639	\$66,966	\$69,618	\$74,922	\$331.51
7	\$63,260	\$64,259	\$65,924	\$67,255	\$69,919	\$75,246	\$332.95
8	\$63,478	\$64,480	\$66,150	\$67,487	\$70,160	\$75,505	\$334.09
9	\$64,348	\$65,364	\$67,058	\$68,412	\$71,122	\$76,541	\$338.68
10	\$64,784	\$65,807	\$67,511	\$68,875	\$71,603	\$77,059	\$340.97
11	\$65,110	\$66,138	\$67,852	\$69,222	\$71,964	\$77,447	\$342.69
12	\$65,437	\$66,470	\$68,192	\$69,570	\$72,325	\$77,835	\$344.40
13	\$65,763	\$66,802	\$68,532	\$69,917	\$72,686	\$78,224	\$346.12
14	\$66,090	\$67,133	\$68,873	\$70,264	\$73,047	\$78,612	\$347.84
15	\$66,416	\$67,465	\$69,213	\$70,611	\$73,408	\$79,000	\$349.56
16	\$66,743	\$67,797	\$69,553	\$70,958	\$73,768	\$79,389	\$351.28
17	\$67,069	\$68,128	\$69,893	\$71,305	\$74,129	\$79,777	\$353.00
18	\$67,396	\$68,460	\$70,234	\$71,652	\$74,490	\$80,166	\$354.72
19	\$67,831	\$68,902	\$70,687	\$72,115	\$74,971	\$80,683	\$357.01
20	\$68,593	\$69,676	\$71,481	\$72,925	\$75,813	\$81,590	\$361.02
21	\$68,920	\$70,008	\$71,821	\$73,272	\$76,174	\$81,978	\$362.73
22	\$69,246	\$70,339	\$72,162	\$73,620	\$76,535	\$82,366	\$364.45
23	\$69,573	\$70,671	\$72,502	\$73,967	\$76,896	\$82,755	\$366.17
24	\$70,117	\$71,224	\$73,069	\$74,545	\$77,498	\$83,402	\$369.04
25	\$70,770	\$71,887	\$73,750	\$75,240	\$78,219	\$84,179	\$372.47
26	\$71,096	\$72,219	\$74,090	\$75,587	\$78,580	\$84,567	\$374.19
27	\$71,641	\$72,772	\$74,657	\$76,165	\$79,182	\$85,215	\$377.06
28+	\$74,666	\$75,845	\$77,810	\$79,382	\$82,526	\$88,813	\$392.98

The Support Staff Retention Allotment will be considered an alternative salary. The alternative salaries listed above are based on 10, 11 or 12 month employment for the 26-27 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed.

The new salary will be reflected beginning on the September 15, 2026 pay check for the new fiscal year. Prior pay checks issued for the 26-27 school year will be retro paid on September 15, 2026.

\$2,000 Master's Degree Stipend

Campus Professional: Administrators			
Role	Campus Type	Effectiveness Level	Compensation
Principal	Elementary	1 - Unsatisfactory	\$105,000
Principal	Elementary	2 - Progressing I	\$107,500
Principal	Elementary	3 - Progressing II	\$110,000
Principal	Elementary	4 - Proficient I	\$115,000
Principal	Elementary	5 - Proficient II	\$120,000
Principal	Elementary	6 - Exemplary	\$125,000
Principal	Elementary	7 - Master	\$130,000
Principal	Middle	1 - Unsatisfactory	\$105,000
Principal	Middle	2 - Progressing I	\$112,500
Principal	Middle	3 - Progressing II	\$120,000
Principal	Middle	4 - Proficient I	\$125,000
Principal	Middle	5 - Proficient II	\$130,000
Principal	Middle	6 - Exemplary	\$137,500
Principal	Middle	7 - Master	\$145,000
Principal	High	1 - Unsatisfactory	\$105,000
Principal	High	2 - Progressing I	\$117,500
Principal	High	3 - Progressing II	\$130,000
Principal	High	4 - Proficient I	\$135,000
Principal	High	5 - Proficient II	\$140,000
Principal	High	6 - Exemplary	\$150,000
Principal	High	7 - Master	\$160,000
Principal	DAEP	1 - Unsatisfactory	\$105,000
Principal	DAEP	2 - Progressing I	\$117,500
Principal	DAEP	3 - Progressing II	\$130,000
Principal	DAEP	4 - Proficient I	\$135,000
Principal	DAEP	5 - Proficient II	\$140,000
Principal	DAEP	6 - Exemplary	\$150,000
Principal	DAEP	7 - Master	\$160,000
Assistant Principal	Elementary	1 - Unsatisfactory	\$75,000
Assistant Principal	Elementary	2 - Progressing I	\$77,500
Assistant Principal	Elementary	3 - Progressing II	\$80,000
Assistant Principal	Elementary	4 - Proficient I	\$85,000
Assistant Principal	Elementary	5 - Proficient II	\$88,000
Assistant Principal	Elementary	6 - Exemplary	\$92,000
Assistant Principal	Elementary	7 - Master	\$98,000
Assistant Principal	Middle	1 - Unsatisfactory	\$79,000
Assistant Principal	Middle	2 - Progressing I	\$82,750
Assistant Principal	Middle	3 - Progressing II	\$86,500
Assistant Principal	Middle	4 - Proficient I	\$92,500
Assistant Principal	Middle	5 - Proficient II	\$95,000
Assistant Principal	Middle	6 - Exemplary	\$98,000

Assistant Principal	Middle	7 - Master	\$104,500
Assistant Principal	High	1 - Unsatisfactory	\$83,000
Assistant Principal	High	2 - Progressing I	\$88,000
Assistant Principal	High	3 - Progressing II	\$93,000
Assistant Principal	High	4 - Proficient I	\$97,000
Assistant Principal	High	5 - Proficient II	\$100,000
Assistant Principal	High	6 - Exemplary	\$105,000
Assistant Principal	High	7 - Master	\$111,000
Academic Dean	Middle	1 - Unsatisfactory	Not Applicable
Academic Dean	Middle	2 - Progressing I	Not Applicable
Academic Dean	Middle	3 - Progressing II	Not Applicable
Academic Dean	Middle	4 - Proficient I	Not Applicable
Academic Dean	Middle	5 - Proficient II	Not Applicable
Academic Dean	Middle	6 - Exemplary	Not Applicable
Academic Dean	Middle	7 - Master	Not Applicable
Academic Dean	High	1 - Unsatisfactory	\$95,000
Academic Dean	High	2 - Progressing I	\$102,500
Academic Dean	High	3 - Progressing II	\$110,000
Academic Dean	High	4 - Proficient I	\$125,000
Academic Dean	High	5 - Proficient II	\$130,000
Academic Dean	High	6 - Exemplary	\$140,000
Academic Dean	High	7 - Master	\$150,000
Associate Principal	High	1 - Unsatisfactory	\$91,300
Associate Principal	High	2 - Progressing I	\$102,300
Associate Principal	High	3 - Progressing II	\$106,700
Associate Principal	High	4 - Proficient I	\$108,350
Associate Principal	High	5 - Proficient II	\$110,000
Associate Principal	High	6 - Exemplary	\$115,500
Associate Principal	High	7 - Master	\$122,100

During the 2026-2027 implementation year, the Campus Professional Administrator Compensation Plan will apply only to administrators assigned to campuses that received an A or B rating. Campus administrators who are new to their position or new to the campus will have their first year salary determined by the Human Resources Department based on review of professional experience, internal salary equity, and other compensatory factors. Beginning in the second year of implementation, administrators hired who have received an evaluation under the applicable administrator appraisal system (T-PESS, Attendance & Student Outcomes), will have their compensation determined by their earned effectiveness level. Administrators who receive a lower evaluation rating for two consecutive years, based on their effectiveness level will have their salary reduced to correspond to their effectiveness level. All salaries reflected on this schedules represent annual compensation for 100% full-time equivalent (FTE) assignment and apply only to the 2026-2027 school year.

2026-2027 Administrative & Professional Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Campus Lead (21st Century Grant)	202	Daily \$228.69	\$282.33	\$335.98
	Facilitator, Testing	226	202 Days 46,195	57,031	67,868
	Specialist, ERSEA	226	226 Days 51,684	63,807	75,931
	Specialist, Family Engagement	226			
	Specialist, Marketing	226			
	Specialist, Multi-Media/Communications	226			
	Truancy Attendance Officer	226			
2					
	Athletic Trainer, Asst	187	Daily \$265.28	\$327.50	\$389.73
	Facilitator, Head Start Family Services	226	187 Days 49,607	61,243	72,880
	Facilitator, Human Resources	226	210 Days 55,709	68,775	81,843
	Program Director (21st Century Grant)	210	226 Days 59,953	74,015	88,079
3					
	Athletic Trainer	187	Daily \$307.73	\$379.92	\$452.09
	College Advisor	202	187 Days 57,546	71,045	84,541
	Coordinator, CCMR & Testing	226	198 Days 60,931	75,224	89,514
	Coordinator, Early College HS & CTE	226	202 Days 62,161	76,744	91,322
	Coordinator, Head Start Family Services	226	210 Days 64,623	79,783	94,939
	Enrollment, Truancy & Dropout Coordinator	226	226 Days 69,547	85,862	102,172
	Facilitator, Bilingual/ESL	226			
	Facilitator, Special Ed	226			
	General Accountant	226			
	Licensed Clinical Social Worker Lead	226			
	Licensed Master Social Worker	198			
	Specialist, Academic	210			
	Speech Language Pathologist, Asst	187			
	Strength & Conditioning Coach	226			
4					
	Academic Coordinator	226	Daily \$323.11	\$398.89	\$474.69
	Asst Principal, ES	198	198 Days 63,976	78,980	93,989
	Asst Principal, MS	202	202 Days 65,268	80,576	95,887
	Athletic Coordinator/Head Football	226	210 Days 67,853	83,767	99,685
	Coordinator, K-12 STEAM & Instructional Technology	226	226 Days 73,023	90,149	107,280
	Coordinator, Benefits	226	235 Days 75,931	93,739	111,552
	Coordinator, Bilingual/ESL/Migrant	226			
	Coordinator, ERSEA	226			
	Coordinator, Facilities	235			
	Coordinator, Grant	226			
	Coordinator, Health Services	202			
	Coordinator, HR	226			
	Coordinator, Language & Literacy	226			
	Coordinator, Payroll	226			
	Coordinator, PEIMS	226			
	Coordinator, Procurement	226			
	Coordinator, Safety and Security	226			
	Coordinator, Special Education	226			
	Coordinator, Testing	226			
	Executive Master Teacher	226			
	Specialist, Behavior	210, 226			
	Specialist, Early Childhood	226			
	Specialist, Head Start	226			
	Specialist, Teaching & Learning	226			
5					
	Asst Athletic Director	226	Daily \$342.49	\$422.84	\$503.18
	Asst Director, Child Nutrition	226	198 Days 67,813	83,722	99,630
	Asst Director, Facilities	226	210 Days 71,923	88,796	105,668
	Asst Principal, HS	210	226 Days 77,403	95,562	113,719
	Diagnostician	198			
	Headstart Program Administrator	226			
	LSSP	198			
	LSSP,SLP Lead	226			
	SLP	198			

6	
Chief of Police	226
Director, Finance	226
Director, Assessment and Accountability	226
Director, Athletics	226
Director, Bilingual/ESL/Migrant/DCSI	226
Director, Child Nutrition	226
Director, Communications and Marketing	226
Director, Early College HS	226
Director, Early Childhood Education	226
Director, Elementary	226
Director, Federal & State Programs	226
Director, Guidance & Counseling	226
Director, Operations	235
Director, Payroll	226
Director, Procurement	226
Director, Secondary & CTE	226
Director, Special Education	226
Director, Technology	226
Director, CTE	226
Director, Transportation	226
Director, School Improvement	226
Director, Support Services	226
Director of Teaching and Learning	226
Director, Student Support Services	226
Principal, ES	210

Daily		\$367.53	\$448.21	\$528.88
210	Days	77,181	94,124	111,065
226	Days	83,062	101,295	119,527
235	Days	86,370	105,329	124,287

7	
Academic Dean, HS	226
Associate Principal, HS	226
Principal, DAEP	210
Principal, MS	215

Daily		\$393.26	\$479.58	\$565.91
210	Days	82,585	100,712	118,841
215	Days	84,551	103,110	121,671
226	Days	88,877	108,385	127,896

8	
Chief of Staff Officer	226
Exec Director, Business and Finance	226
Exec Director, Curriculum & Instruction	226
Exec Director, Human Resources	226
Assist Superintendent, Maintenance	226
Exec Director, Student Support Services	226
Principal, HS	226

Daily		\$428.65	\$502.64	\$593.11
226	Days	96,875	113,597	134,043

9	
Chief Academic Officer	226
Chief Financial Officer	226

Daily		\$553.10	\$674.60	\$796.02
226	Days	125,001	152,460	179,901

10	
Deputy Superintendent	226

Daily		\$691.42	\$813.44	\$935.46
226	Days	156,261	183,837	211,414

2026-2027 Technology Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$22.21	\$26.76	\$31.31
	Computer Technician	226	226 Days	5,019	6,048	7,076
	Specialist, Hardware	226				
	Technician, Desktop Service	226				
2			Daily	\$213.24	\$256.92	\$300.60
	Specialist, Telecommunications	226	226 Days	48,192	58,064	67,936
3			Daily	\$255.89	\$308.31	\$360.73
	Specialist, Network	226	226 Days	57,831	69,678	81,525
	Specialist,-Technology	226				
4			Daily	\$307.07	\$369.98	\$432.86
	Administrator, Network	226	226 Days	69,398	83,615	97,826
	Administrator, System	226				
	Administrator, Technology	226				

2026-2027 Police Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$19.45	\$23.22	\$26.99
	Communications Operator	235	235 Days	36,566	43,654	50,741
	Public Service Officer	235				
2			Hourly	\$22.34	\$26.25	\$30.47
	School Marshal/Public Service Officer II	226	226 Days	40,391	47,460	55,090
3			Hourly	\$24.34	\$28.77	\$33.20
	Certified Peace Officer	187	187 Days	36,413	43,040	49,667
	Certified Peace Officer	235	235 Days	45,759	54,088	62,416
4			Hourly	\$30.62	\$36.26	\$41.89
	Sergeant, Certified Peace Officer	235	235 Days	57,566	68,169	78,753
5			Hourly	\$38.32	\$45.42	\$52.51
	Lieutenant	235	235 Days	72,042	85,390	98,719

2026-2027 Clerical Technical Support Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			Hourly	\$13.84	\$17.08
	Clerk I, Assessment	210	226	Days	\$20.34
	Clerk I, Office	187, 226	187	Days	20,705
	Clerk I, Office CTE	226	210	Days	25,552
	Clerk I, Receptionist	226	226	Days	28,694
					34,171
					36,775
2			Hourly	\$15.02	\$18.54
	Clerk II, Appraisal	193	226	Days	\$22.06
	Clerk II, Attendance ES	210	187	Days	22,470
	Clerk II, Attendance HS	226	193	Days	27,736
	Clerk II, Head Start Bilingual	226	210	Days	28,626
	Clerk II, Library	187	226	Days	31,147
	Clerk II, Office	187, 193	226	Days	37,061
	Clerk II, SEMS	226	226	Days	37,061
	Clerk II, Special Ed	187, 226	226	Days	39,884
					39,884
3			Hourly	\$16.21	\$20.02
	Clerk III, Attendance HS/Data	226	226	Days	\$23.82
	Clerk III, Attendance MS/Data	193, 210	193	Days	25,028
	Clerk III, Federal Programs	226	210	Days	30,911
	Clerk III, Lead Data Processor	226	226	Days	33,634
	Clerk III, Office	193, 226	226	Days	40,018
					43,067
4			Hourly	\$17.51	\$21.62
	Bookkeeper, Athletics	226	226	Days	\$25.74
	Bookkeeper, Maintenance	235	226	Days	31,658
			235	Days	39,089
					46,538
					48,391
5			Hourly	\$18.92	\$23.35
	Bookkeeper, HS	226	226	Days	\$27.79
	Clerk, PEIMS Data Entry	226	198	Days	29,969
	Specialist, Program (21st Century Grant)	202	202	Days	36,986
	Registrar, HS	226	210	Days	37,734
	Secretary, Director	226, 235	226	Days	39,228
	Secretary, High School Counselor	226	226	Days	46,687
	Secretary, Maintenance	235	226	Days	50,244
	Secretary, Middle School Counselor	198	235	Days	52,245
	Secretary, Principal ES	210			
	Secretary, Principal MS	210			
	Specialist, Records Management	226			
6			Hourly	\$20.62	\$25.45
	Clerk III, Accounts Payable	226	226	Days	\$30.28
	Licensed Vocational Nurse	190	190	Days	31,342
	Secretary, Athletics	226	226	Days	38,684
	Secretary, Executive Director	226, 235	226	Days	46,026
	Secretary, Principal HS	226	226	Days	54,746
	Specialist, Procurement	226	235	Days	56,926
	Specialist, Webmaster	226			
7			Hourly	\$22.47	\$27.75
	Executive Asst, Chief Academic Officer	226	226	Days	\$33.02
	Executive Asst, Chief Financial Officer	226	226	Days	40,626
	Executive Asst, Deputy Superintendent	226			
	Specialist, Auxiliary	226			
	Specialist, Benefits	226			
	Specialist, Human Resources	226			
	Specialist, Payroll	226			
8			Hourly	\$28.55	\$34.40
	Senior Executive Asst, Superintendent	226	226	Days	\$40.94
					51,618
					62,195
					74,020

2026-2027 Instructional Support Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars	MinimumMidpointMaximum			
1						
	Instructional Aide	187	Hourly	\$13.82	\$16.69	\$19.57
	Instructional Aide, Bilingual	187	187 Days	20,675	24,968	29,277
	Instructional Aide, ESL	187				
	Instructional Aide, Head Start	187				
	Instructional Aide, Head Start/Bil	187				
	Instructional Aide, PE	187				
	Instructional Aide, Pre-K	187				
	Instructional Aide, Pre-K/Bil	187				
	Instructional Aide, Pre-K/Head Start	187				
	Instructional Aide, Pre-K/Head Start/Bil	187				
2						
	Campus Monitor	187	Hourly	\$14.79	\$17.91	\$21.03
			187 Days	22,126	26,793	31,461
3						
	Instructional Aide, Sped	187	Hourly	\$15.89	\$19.05	\$22.20
	Instructional Aide, Sped BAC	187	187 Days	23,771	28,499	33,211
	Instructional Aide, Sped ECSE	187				
	Instructional Aide, Sped Inclusion/Resource	187				
	Instructional Aide, Sped Life Skills	187				
	Instructional Aide, Sped SSTEP	187				
	Instructional Aide, Sped VAC	187				

2026-2027 Auxiliary Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			Hourly	\$14.29	\$16.36
	Bus Aide I	190	190 Days	\$21,721	\$24,867
	Custodian	235	235 Days	\$26,865	\$30,757
	Custodian, Athletics	235			\$34,667
2			Hourly	\$15.35	\$18.59
	Athletic Worker	235	190 Days	\$23,332	\$28,257
	Bus Aide II (non-CDL)	190	235 Days	\$28,858	\$34,949
	Bus Driver, Non CDL	190			\$41,040
	Custodian, Head ES	235			
	Custodian, Head MS	235			
	Custodian, Lead HS	235			
	Groundskeeper	235			
	Warehouse, Worker	235			
3			Hourly	\$15.60	\$19.26
	Athletic Worker, Lead	235	235 Days	\$29,328	\$36,209
	General Worker	235			\$43,090
	Custodian, Head HS	235			
4			Hourly	\$16.69	\$20.61
	HVAC Apprentice, Tech	235	235 Days	\$31,377	\$38,747
	Maintenance, General Worker II - IPM	235			\$46,098
	Painter	235			
	Electrician, Plumber Apprentice	235			
	Warehouse Worker I, Textbook	235			
5			Hourly	\$18.03	\$22.26
	Maintenance, Mechanic I	235	226 Days	\$32,598	\$40,246
	Transportation Dispatcher	226	235 Days	\$33,896	\$41,849
6			Hourly	\$20.37	\$25.15
	Maintenance, Glazier/Locksmith	235	226 Days	\$36,829	\$45,471
	Maintenance, Fire Alarm Tech	235	235 Days	\$38,296	\$47,282
	Mechanic II, Vehicle	235			\$54,113
	Transportation, Specialist	226			
	Transportation, Trainer	226			
7			Hourly	\$23.22	\$28.66
	Custodian, Supervisor	235	235 Days	\$43,654	\$53,881
	Electrician, Journeyman	235			\$64,127
	Grounds, Foreman	235			
	HVAC, Journeyman	235			
	Inventories, Foreman	235			
	Plumber, Journeyman	235			
8			Hourly	\$26.71	\$32.98
	Electrician, Foreman	235	226 Days	\$48,292	\$59,628
	Electrician, HVAC, Plumber - Master	235	235 Days	\$50,215	\$62,002
	HVAC, Foreman	235			\$73,752
	Maintenance, Foreman	235			
	Plumber, Foreman	235			
	Transportation, Supervisor	226			
	Transportation, Foreman	235			
	Warehouse, Foreman	235			
BD			Hourly	\$19.49	\$23.83
	Bus Driver	190	190 Days	\$29,625	\$36,222

Note:

- All annualized salary figures are based on 8 hours work day.

2026-2027 Nutrition Services Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$15.19	\$18.75	\$22.32
	Cafeteria Worker	190	190 Days	23,089	28,500	33,926
	Cafeteria Porter	190	235 Days	28,557	35,250	41,962
	Warehouse, Work Helper	235				
2			Hourly	\$16.82	\$20.77	\$24.71
	Cafeteria, Manager Trainee	190	190 Days	25,566	31,570	37,559
3			Hourly	\$18.00	\$22.22	\$33.15
	Cafeteria, Asst Manager	190	190 Days	27,360	33,774	50,388
4			Hourly	\$21.97	\$27.12	\$32.28
	Cafeteria, Manager ES & MS	190	190 Days	33,394	41,222	49,066
5			Hourly	\$25.04	\$30.92	\$35.37
	Cafeteria, Manager HS	190	190 Days	38,061	46,998	53,762
	Secretary, Child Nutrition	226	226 Days	45,272	55,903	63,949
	Specialist, Procurement	226				
6			Hourly	\$26.71	\$32.97	\$39.24
	Child Nutrition, Area Supervisor	226	226 Days	48,292	59,610	70,946
	Warehouse, Foreman	235	235 Days	50,215	61,984	73,771

Note:

- All annualized salary figures are based on 8 hours work day.

	Stipends 2026-2027	Yearly
	Certified Bilingual Teacher Teaching in Bilingual Class	\$5,000
	Certified 6-12 Math Teacher Teaching in Math Class (min. of 4 sections)	\$5,000
	Certified 6-12 Science Teacher Teaching in Science Class (min. of 4 sections)	\$5,000
	Certified 6-12 ELAR Teacher Teaching in ELAR Class (min. of 4 sections)	\$2,000
	Certified Special Education Teacher Teaching in Special Education	\$5,000
	Certified Teacher in a Special Education Self-Contained Unit	\$2,500
	Designated Master Teacher - Secondary (above 6 sections)	\$2000/section/semester
	Designated Master Teacher - Elementary	\$5000 semester
	District Fine Arts Teacher	\$3,500
	District GT Teacher	\$3,500
	Master Teacher	\$10,000
	JROTC Instructor	\$3,000
	JROTC Assistant Instructor	\$1,500
	Lead Counselor	\$1,500
	Elementary School Counselor	\$5,000
	Middle School Counselor	\$7,500
	High School Counselor	\$10,000
	LSSP, Diagnostician, and Speech Language Pathologist	\$4,000
	LSSP, Diagnostician, and Speech Language Pathologist, SLP-A Bilingual	\$2,000
	Special Education ARD Facilitator	\$5,000
	Valued Youth Program Lead Teacher	\$500
	Mentor Teacher (ES/MS/HS)	\$3,000
	Resident Teacher	\$20,000
	Resident Teacher Mentor	\$1,000
	Mentor Teacher (alt. cert. program)	\$400
	(Teachers placed on Career Ladder as of 08-31-93)	
	Level II	\$1,500
	Level III	\$3,000
		\$3,000
	Grant Funded Stipends	as determined by grant
	Teacher Incentive Allotment - Payout based on the TEA requirements	
	Translation stipend (ESSA Grants)	\$2,500
	TAP - Payout per administrative guidelines	
	Elementary School Level	
	*Club Sponsor (paid out in Dec./May)	\$250
	*UIL Coordinator (paid out in Dec./May)	\$500
	*UIL Sponsor (paid out in May)	\$250
	Middle School Level	
	*Club Sponsor (paid out in Dec./May)	\$250
	*UIL Coordinator (paid out in Dec./May)	\$750
	*UIL One Act Play	\$1,000
	*UIL Sponsor (paid out in May)	\$250 per event
	Yearbook, Cheerleader	\$1,200
	MS- Assistant Band Director	\$5,000
	MS- Band Director	\$7,000
	*Club and UIL Sponsors must have a minimum of 5 students participating	

	Stipends 2026-2027	Yearly
	High School Level	
	Dual Credit Stipend - per college section/semester (depending on enrollment)	\$600-\$1000 (paid out in Dec./May)
	HS Auditorium Coordinator	\$1,400
	HS Media Coordinator	\$2,000
	One Act Play	\$3,000
	UIL Coordinator (paid out in Dec./May)	\$1,200
	UIL Sponsors (paid out in May)	\$250 per event
	Pep squad	\$2,500
	Cheer	\$7,000
	Dance	\$7,000
	Yearbook, Debate, Newspaper	\$1,600
	HS- Assistant Band Director	\$9,000
	HS- Band Director	\$15,000
	Mariachi Director	\$10,000
	Mariachi Assistant Director	\$5,000
	Career & Technology Education (Competition Stipends)	Paid out in Dec./May
	Audio/Video	\$1,000
	Business (DECA)	\$1,000
	Business (DECA) II	\$600
	Cosmetology	\$600
	Culinary Arts	\$1,200
	Cyber/E-sports	\$2,000
	Cyber/E-sports II	\$1,000
	Cyber/E-sports III	\$500
	Electrical Technology	\$600
	Engineering	\$2,000
	Future Farmers of America (FFA)	\$1,000
	Health Occupations Student of America (HOSA)	\$600
	HVAC	\$600
	Law Enforcement	\$1,200
	Refinishing	\$600
	Welding	\$1,000
	Truancy Officer Mileage	\$1,200
	Traveling Teacher Mileage	\$1,200
	Administrative and Professional Pay Plan employees, including Registered Nurses who were hired prior to the 2026–2027 school year shall receive a one-time \$1,000 retention stipend (must be employed at least 90 days). Employees whose salary was recalculated due to a promotion, reassignment, or other salary/stipend adjustment are not eligible for the stipend.	
	This stipend will be annualized with payment beginning on the Sept. 30th.	
	One-Time Sign-on bonus for the 2026-27 SY (must be employed by August 31st, 2026)	
	Certified Special Education Teacher Stipend	\$5,000
	Certified Dual Language Teacher	\$7,500
	Certified ELAR Teacher (High School)	\$5,000
	Certified LOTE-Spanish Teacher (MS/HS)	\$5,000
	Certified Math Teacher (High School)	\$5,000
	Licensed CDL Bus Driver	\$2,000
	Responsible Master License Holder - HVAC	\$3,000
	Responsible Master License Holder - Plumber	\$3,000
	Responsible Master License Holder - Electrical	\$3,000
	Field Training Officer Stipend (Designated)	\$500 per trainee
	*Club and UIL Sponsors must have a minimum of 5 students participating	

2026-2027 Athletic Stipends			
Category	Assignment	Level	Stipend
Middle School			
	Baseball/Softball (Intramural Sports)	Junior High	\$500
	Basketball	Junior High	\$2,000
	Football	Junior High	\$3,000
	MS Athletic Coordinator	Junior High	\$1,000
	Soccer	Junior High	\$2,000
	Track	Junior High	\$2,000
	Volleyball	Junior High	\$2,000
	Cross Country (1 per campus)	Junior High	\$1,500
High School			
	Asst. Athletic Trainer	High School	\$13,500
	Athletic Trainer	High School	\$14,500
	Assistant Coordinator	High School	\$5,000
	Summer Asst. (paid at the end of summer)	High School	\$2,560
Year Round Sports			
Tennis			
	Tennis - Asst	High School	\$6,000
	Tennis - Head	High School	\$7,500
Golf			
	Golf - Asst	High School	\$6,000
	Golf - Head	High School	\$7,500
Fall Sports			
Cross Country(Fall)			
	Cross Country - Asst	High School	\$6,000
	Cross Country - Head	High School	\$7,500
Football (Fall)			
	Football - Asst	High School	\$10,500
	Football Defensive Coordinator	High School	\$13,000
	Football Offensive Coordinator	High School	\$13,000
Volleyball (Fall)			
	Volleyball - Asst	High School	\$8,500
	Volleyball - Head	High School	\$11,250
Spring Sports			
Swimming (Spring)			
	Swimming - Head	High School	\$6,500
Basketball (Spring)			
	Basketball - Asst	High School	\$8,500
	Basketball - Head	High School	\$11,250
Soccer (Spring)			
	Soccer - Asst.	High School	\$8,500
	Soccer - Head	High School	\$11,250
Track & Field (Spring)			
	Track - Asst	High School	\$6,500
	Track - Head	High School	\$8,000
Softball (Spring)			
	Softball - Asst	High School	\$8,500
	Softball - Head	High School	\$11,250
Baseball (Spring)			
	Baseball - Asst	High School	\$8,500
	Baseball - Head	High School	\$11,250
Powerlifting (Spring)			
	Powerlifting - Asst	High School	\$6,000
	Powerlifting - Head	High School	\$6,500

Other Salary/ Duties 2026-2027	Current
After School Program Assistant	\$18 hourly
After School Program Facilitator	\$28 hourly
After School Program Lead Facilitator	\$35 hourly
Avid Tutor, LSSP Interns, Temporary Teachers/Professionals (Degreed), Part-Time Tutors (Non-Certified)	\$25 hourly
CDL License	\$50 per round trip
Part-Time Certified Peace Officer	\$30 hourly
Part-Time Parent Liaisons & Cafeteria Workers	\$16 hourly
Part-Time PK Classroom Monitors	\$15 hourly
Professional Development and Curriculum Writing	\$30 hourly
Saturday School, Tutorials, Part-Time Tutors (Certified)	\$40 hourly
Student Intern Workers - Grant Funded	per grant
Summer School Cafeteria Manager and Bus Driver	Hourly Pay
Summer School Certified Campus Administrator	\$50 Hourly
Summer School Certified Teacher (Secondary Math and Science, Bilingual and Special Education)	\$45 hourly
Summer School Certified Teacher, Social Worker, Registered Nurse and Counselor	\$40 hourly
Summer School Coordinator	\$60 hourly
Summer School Food Service Worker and Bus Aide	\$18 hourly
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
Temporary Assistant Principal	\$30 hourly
Temporary Clerical, Aides, Temporary Technician, Part-Time Intramural Aide	\$15 hourly
Temporary Teachers/Temporary Professionals (Non-Degreed)	\$20 hourly
Summer Special Education Evaluation Rates	Per Evaluation
Initial LD/ ID	\$600
Initial LD/ ID Bil	\$750
Initial Psychological	\$700
Initial Psychological Bil	\$850
Initial Speech	\$400
Initial Speech Bil	\$550
REED LD/ ID/ Psych	\$400
REED LD/ ID/ Psych Bil	\$500
REED Speech	\$250
REED Speech Bil	\$350
*Rates include: testing, scoring, report writing, test interpretation, and off contract ARD time related to the evaluation.	

Substitute Pay Plan 2026-2027	Current
After 10 consecutive days for the same professional position, the daily rate beginning on the 11 day	\$150 daily
Assistant Principal	\$240 daily
Degree with teaching certificate	\$120 daily
Degree without teaching certificate	\$110 daily
Instructional Aide/Clerical Position	\$65 daily
Instructional Aide (Special Education)	\$85 daily
Non-Degreed (Teacher)	\$100 daily
Principal	\$295 daily
Bus Aide	\$14.00 hourly
Bus Driver	\$19.00 hourly
Custodian/ Food Service Worker	\$14.00 hourly
Nurse (RN)	\$100 daily
Nurse Aide	\$65 daily

2026-2027 Police Department Certification Pay	
TCOLE Certification - Certified Peace Officer	Certification Pay (prorated based on start date/certification date)
Advance Peace Officer	\$3,000
Firearms or Basic Instructor, Mental Health Officer	\$250
Intermediate Peace Officer	\$1,500
Master Peace Officer	\$4,500
TCOLE Certification - Dispatcher	Certification Pay (prorated based on start date/certification date)
Advance Dispatcher Proficiency	\$500
Intermediate Dispatcher Proficiency	\$250
Master Dispatcher Proficiency	\$750
Degree	Certification Pay (prorated based on start date/degree date)
Associates	\$250
Bachelors	\$500
Masters	\$750

2026-2027 Athletic Workers Pay Scale		
HS Football	Per Game	
25 Second Clock*	\$45	
Announcer*	\$55	
Chain Crew*	\$45	
Stats*	\$75	
Time Keeper*	\$50	
Validator	\$50	

HS Football 9/JV, Volleyball, Basketball, Soccer	Game 1	Game 2
Announcer/Time Keeper*	\$40	\$30
Scorer/Book*	\$40	\$30
Validator	\$45	\$30

HS Baseball, Softball	Game 1	Game 2
Announcer/Score Keeper*	\$45	\$35
Pitch Count*	\$35	\$25
Validator	\$45	\$30

HS Track	Per Game	
Track Starter	\$150	
Validator	\$50	

HS Tournaments	Per Game	
Announcer/Time Keeper*	\$45	
Scorer/Book*	\$35	
Validator	\$40	

*Varsity games only

Note: Only certified employees or non-district employees may be paid for validating tickets and time/score keeping.

MS Sports	Per Game
Time Keeper/Scorer	\$35
Validator	\$35

MS Tournaments	Per Game
Time Keeper/Scorer	\$25
Validator	\$25

Playoff	Per Game
Workers	\$50

District Track Meet	
Announcer	\$75
Assistant Starter	\$400
Starter	\$500
Validator	\$75 -half day