

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT Agenda Item Summary

Meeting Date: August 04, 2025

Agenda Section: Discussion and Possible Action

Agenda Item Title: 2025-2026 South San Antonio ISD Pay and Compensation Plan

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

Description: The 2025-2026 Pay and Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District. The 2025-2026 pay and compensation plan is fundamental in supporting the vision, goals and operations of the district to recruit and retain highly qualified staff to promote positive student outcomes.

Historical Data: SSAISD engaged the Human Resource Services Division of the Texas Association of School Boards (TASB) to provide pay systems review in May 2024. TASB offers this pay systems review to clients that have adopted a market-based pay plan. During the 2024-2025 school year, the SSAISD board approved a 2% salary increase for most employee groups with other groups receiving additional adjustments (instructional support plan, custodians, bus aides, bus drivers, groundskeepers and cafeteria workers).

Recommendation: Approve the 2025-2026 South San Antonio ISD Pay and Compensation Plan 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 2025-2026 Compensation Plan

August 4, 2025



Dr. Saul Hinojosa, School Superintendent Rita Uresti, Executive Director of Human Resources

Agenda



- Teacher Retention Allotment
- Support Staff Retention Allotment
- Teachers 0-2 Years Experience
- Administrative Staff
- 2025-2026 Pay and Compensation Plan

Teacher Retention Allotment:

- 1. \$2,500 for each classroom teacher with at least 3 years and less than 5 years of experience.
- 2. \$5,000 for each classroom teacher with five or more years of experience.

Cost of Salary Increases:

Base Salary Increases: \$1,874,278.00

Related Benefit Costs: \$219,290.53

Total Compensation Impact: \$2,093,568.53





Support Staff Retention Allotment:

1. 1.53 % (counselors, librarians, nurses, teacher's assistants, custodial staff, food service staff, bus driver, administrative assistant, and other support staff)

The allotment would be calculated by multiplying: \$45 per ADA

Recommendation	Base Salary	Surplus / Deficit	Related Benefit	Total
	Increases		Costs	Compensation
				Impact
1.53% Raise	\$260k	\$0	\$31k	\$291k



Teachers with less than three years of experience will have their starting salary increased to \$60,000

Cost of Salary Increases:

Base Salary Increases: \$14k

Related Benefit Costs: \$2k

Total Compensation Impact: \$16k



Administrative Staff:

2. 1.53 % (principals, assistant principals and other administrative staff)

Recommendation	Base Salary Increases	Related Benefit Costs	Total Compensation Impact
1.53% Raise	\$75k	8.7k	\$84k



Certified leacher								
2025-2026 Pay Scale								
Years of Experience	Salary for Certified Teachers Eligible for the	2025-26 Daily Rate						
0	HB2 TRA	6000.00						
0	\$60,000	\$320.86						
	\$60,000	\$320.86						
2	\$60,000	\$320.8						
3	\$62,360	\$333.4						
4	\$62,521	\$334.3						
5	\$65,565	\$350.6						
6	\$65,968	\$352.7						
7	\$66,237	\$354.2						
8	\$66,451	\$355.3						
9	\$67,308	\$359.9						
10	\$67,736	\$362.2						
11	\$68,058	\$363.9						
12	\$68,379	\$365.6						
13	\$68,700	\$367.3						
14	\$69,022	\$369.1						
15	\$69,343	\$370.8						
16	\$69,664	\$372.5						
17	\$69,986	\$374.2						
18	\$70,307	\$375.9						
19	\$70,736	\$378.2						
20	\$71,485	\$382.2						
21	\$71,807	\$383.9						
22	\$72,128	\$385.7						
23	\$72,450	\$387.4						
24	\$72,985	\$390.2						
25	\$73,628	\$393.7						
26	\$73,949	\$395.4						
27	\$74,485	\$398.3						
28+	\$77,463	\$414.2						

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

\$1,500 General Master's Degree Stipend \$2,300 Subject-Area Master's Degree Stipend * Eligibility for the Master's Degree Stipend is limited to Certified Teachers

Pay increases are based on the TRA for school systems with more than \$5,000 enrolled students (\$2,500 for each classroom teacher with at least 3 years and less than 5 years exp., \$5,000 for each classroom teacher with 5 or more years of exp.) and on the annual pay raise budget approved by the Board of Managers. The TRA increase will be considered the alternative salary. The alternative salaries are based on 10 month employment for the

25-26 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed.

South San Antonio ISD

2025-2026 Compensation Plan Support Staff

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

	Nurses	Lib., ES Counselor & ARD Fac.	MS Counselor	HS Counselor	Master Teacher, Instructional Coach & ECHS Counselor	Lead Counselor	
Years of							2025-26
Experience	1.53% GPI	1.53% GPI	1.53% GPI	1.53% GPI	1.53% GPI	1.53% GPI	Daily Rate
Experience	190 days	193 days	198 days	202 days	210 days	226 days	Daily Nate
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

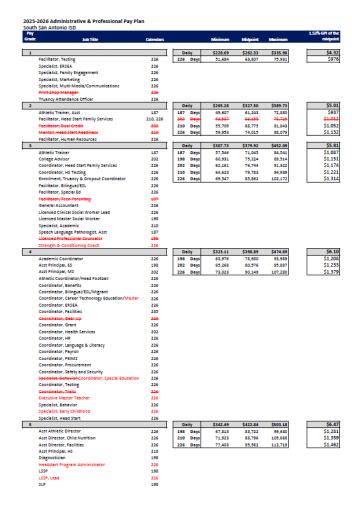
The salaries listed above are based on 10, 11 or 12 month employment for the 25-26 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed. Pay increases are based on the TRA for school systems with more than \$5,000 enrolled students and on the annual pay

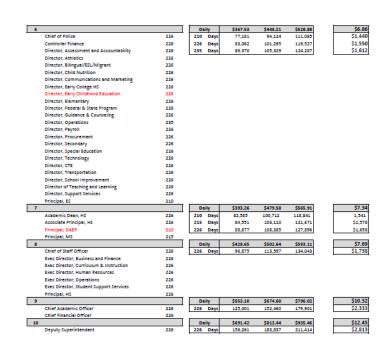
raise budget approved by the Board of Trustees.

1.53 % general pay increase (per TRA) is applied to step 13 salary which results in a step

The new salary will be reflected beginning on the September 15, 2025 pay check for the new fiscal year. Prior pay checks issued for the 25-26 school year will be retro paid on September 15, 2025. \$1500 General Master's Degree Stipend \$2300 Subject-Area Master's Degree Stipend









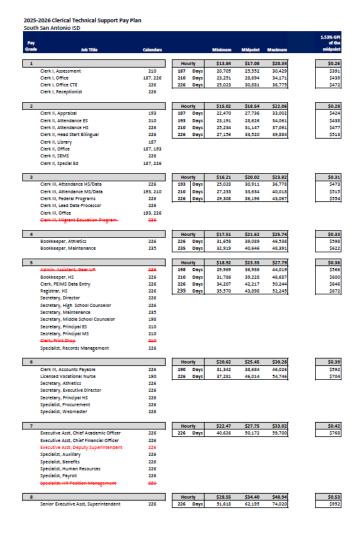


2025-2026 Technology Pay Plan South San Antonio ISD

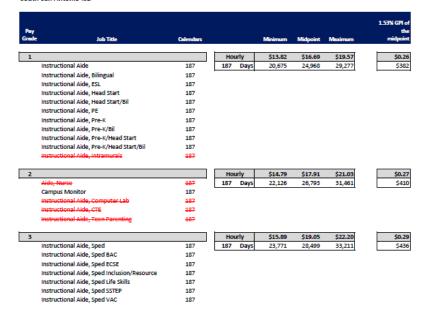
Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum	1.53% GPI of the midpoir
1			Dai	ly	\$177.71	\$214.10	\$250.49	\$3.2
C	Computer Technician	226	226	Days	40,162	48,387	56,611	\$74
5	pecialist, Hardware	226						
Т	echnician, Desktop Service	226						
2			Dai	ly	\$213.24	\$256.92	\$300.60	\$3.9
5	pecialist, Telecommunications	226	226	Days	48,192	58,064	67,936	\$8
3			Dai	ly	\$255.89	\$308.31	\$360.73	\$4.7
5	pecialist, Network	226	226	Days	57,831	69,678	81,525	\$1,0
S	pecialist,-Technology	226						
4			Dai		\$307.07	\$369.98	\$432.86	\$5.6
	Administrator, Network	226	226	Days	69.398	83.615	97,826	\$1,2
	Administrator, System	226	220		-5,550	,023	2.,220	72,2
	Administrator, Technology	226						

2025-2026 Police Pay Plan South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	1.53% GPI o the midpoin
1			Hourly	\$19.45	\$23.22	\$26.99	\$0.36
	Communications Operator	235	235 Days	36,566	43,654	50,741	\$660
	Public Service Officer	235					
2			Hourly	\$22.34	\$26.25	\$30.47	\$0.40
	School Marshal/Public Service Officer II	226	226 Days	40,391	47,460	55,090	\$720
3			Hourly	\$24.34	\$28.77	\$33.20	\$0.44
	Certified Peace Officer	187	187 Days	36,413	43,040	49,667	\$659
	Certified Peace Officer	235	235 Days	45,759	54,088	62,416	\$828
4			Hourly	\$30.62	\$36.26	\$41.89	\$0.5
	Sergeant, Certified Peace Officer	235	235 Days	57,566	68,169	78,753	\$1,04
5			Hourly	\$38.32	\$45.42	\$52.51	\$0.69
	Lieutenant	235	235 Days	72.042	85,390	98,719	\$1,306



2025-2026 Instructional Support Pay Plan South San Antonio ISD







2025-2026 4	Auxiliar	y Pay	Plan
South San A	ntonio	ISD	

y de	Job Title	Calendars			Minimum	Midpoint	Maximum	1.50 the
_			Hou		\$14.29	\$16.36	\$18.44	_
	Bus Aide	190	190	Days	21,721	24,867	28,029	
	Custodian	235	235	Days	26,865	30,757	34,667	
	Custodian, Athletics	235	233	2012	20,000	30,131	54,007	
2			Hou		\$15.35	\$18.59	\$21.83	_
_	Athletic Worker	235	190	Days	23,332	28,257	33,182	
	Bus Driver, Non CDL	190	235	Days	28,858	34,949	41,040	
	Custodian, Head ES	235						
	Custodian, Head MS	235						
	Custodian, Head HS	235						
	Groundskeeper Warehouse, Worker	235 235						
3			Hou	urly	\$15.60	\$19.26	\$22.92	
	Athletic Worker, Lead	235	235	Days	29,328	36,209	43,090	
	General Worker	235						_
			Hou	urly	\$16.69	\$20.61	\$24.52	
	HVAC Apprentice, Tech	235	226	Days	30,176	37,263	44,332	
	Maintenance, General Worker II - IPM	235	235	Days	31,377	38,747	46,098	
	Painter	235						
	Plumber Apprentice	235						
	Warehouse Worker I, Textbook	235						
;				urly	\$18.03	\$22.26	\$26.48	
	Maintenance, Mechanic I	235	226	Days	32,598	40,246	47,876	
	Transportation Dispatcher	226	235	Days	33,896	41,849	49,782	
,			Hot		\$20.37	\$25.15	\$29.93	
	Maintenance, Glazier/Locksmith Maintenance, Fire Alarm Tech	235 235	226	Days	36,829 38,296	45,471 47,282	54,113 56,268	
	Mechanic II, Vehicle	235	235	Days	30,270	47,282	36,268	
	Transportation, Specialist	226						
	Transportation, Trainer	226						
,			Hou		\$23.22	\$28.66	\$34.11	
_	Custodian, Supervisor	235	235	Days	43,634	53,881	64,127	
	Electrician, Journeyman	235						
	Grounds, Foreman	235						
	HVAC, Journeyman	235						
	Inventories, Foreman	235						
	Plumber, Journeyman	235						
			Hot		\$26.71	\$32.98	\$39.23	
	Electrician, Foreman	235	226	Days	48,292	59,628	70,928	- 1
	Electrician, HVAC, Plumber - Master	235	235	Days	50,215	62,002	73,752	
	HVAC, Foreman	235						
	Maintenance, Foreman							
	Plumber, Foreman Transportation, Supervisor	235						
	Transportation, Supervisor Transportation, Foreman	235						
	Warehouse, Foreman	235						
D			Hot	urly	\$19.49	\$23.83	\$28.16	
•	Bus Driver	190	190	Days	29,625	36,222	42,803	

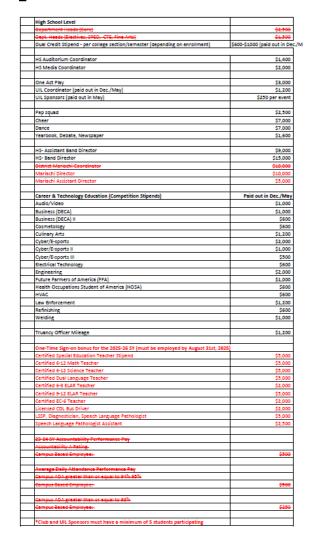
2025-2026 Nutrition Services Pay Plan South San Antonio ISD

ay ade	Job Title	Calendars				Minimum	Midpoint	Maximum	
l				Hou	rly	\$15.19	\$18.75	\$22.32	
	Cafeteria Worker	190		190	Days	23,089	28,500	33,926	
	Cafeteria Porter	190		226	Days	27,464	33,900	40,355	
	Warehouse, Work Helper	235	L	235	Days	28,557	35,250	41,962	
2				Hou	rly	\$16.82	\$20.77	\$24.71	
_	Cafeteria, Manager Trainee	190	-	190	Days	25,566	31,570	37,559	
	Caleteria, Manager Trainee	150	_	130	Days	23,300	31,370	37,335	
3				Hou	rly	\$18.00	\$22.22	\$33.15	
	Cafeteria, Asst Manager	190	L	190	Days	27,360	33,774	50,388	
4				Hou	rly	\$19.44	\$24.00	\$28.56	
	No positions at this time		L						
5				Hou		\$21.97	\$27.12	\$32.28	
	Cafeteria, Manager ES & MS	190	L	190	Days	33,394	41,222	49,066	
6				Hou	elv	\$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	_		2010	,_,_	22,230	55,5 .5	
7				Hou	rly	\$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 2025-2026	Yearly
Certified Bilingual Teacher Teaching in Bilingual Class	\$4
Certified 6-12 Math Teacher Teaching in Math Class (min. of 4 sections)	\$3
Certified 6-12 Science Teacher Teaching in Science Class (min. of 4 sections)	\$3
Certified ESL Teacher Teaching in an ESL/ELAR Class (min. of 4 sections)	\$1
Certified 6-12 ELAR Teacher Teaching in ELAR Class (min. of 4 sections)	\$2
Certified Special Education Teacher Teaching in Special Education	\$1
Certified Teacher in a Special Education Self-Contained Unit	\$2
Designated Master Teacher - Secondary (above 6 sections)	\$2000/section/sem
District Fine Arts Teacher	\$3
District GT Teacher	\$3
Master Teacher	\$10
JROTC Instructor	\$3
JROTC Assistant Instructor	\$1
Lead Counselor	\$1
	-
LSSP, Diagnostician, and Speech Language Pathologist	\$4
LSSP, Diagnostician, and Speech Language Pathologist, SLP-A Billingual	Ś
Special Education ARD Facilitator	\$
Valued Youth Program Lead Teacher	
Values foutil Frogram Least feacher	
santo Tonto (priser)	Š.
Mentor Teacher (ES/MS)	
Mentor Teacher (HS)	\$1
Teacher Resident Mentor	\$1
Mentor Teacher (alt. cert. program)	
Teachers placed on Career Ladder as of 08-31-93	
Level II	\$1
Level III	\$3
Grant Funded Stipends	as determined by
Teacher Incentive Allotment - Payout based on the TEA requirements	
Elementary School Level	
Grade Level Chair-	
*Club Sponsor (paid out in Dec./May)	
*UIL Coordinator (paid out in Dec./May)	
*UIL Sponsor (paid out in May)	
paragraph (paragraph)	
Middle School Level	
	-
Department Heads (Core)	÷
Dept. Heads (SPED, Slectives)	
*Club Sponsor (paid out in Dec./May)	
*UIL Coordinator (paid out in Dec./May)	
*UIL One Act Play	\$1
*UIL Sponsor (paid out in May)	\$250 per
Yearbook, Cheerleader	\$1
MS- Assistant Band Director	Š:
MS- Band Director	5
ms- band birector	-
*Club and UIL Sponsors must have a minimum of 5 students participating	



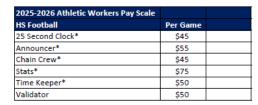




Other Salary/ Duties 2025-2026	Current
After School Program Assistant	\$18 hourly
After School Program Facilitator	\$28 hourly
After School Program Lead Facilitator	\$35 hourly
Avid Tutor, LSSP Interns, Temporary Teachers/Professionals (Degreed), Part-Time Tutors (Non-Certified)	\$25 hourly
CDL License	\$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	\$15 hourly
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
Teacher Resident	\$20,000 annually
Temporary Assistant Principal	\$30 hourly
Temporary Clerical, Aides, Temporary Technician, Part-Time Intramural Aide	\$15 hourly
Temporary Teachers/Temporary Professionals (Non-Degreed)	\$20 hourly
Substitute Pay Plan 2025-2026	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
After 10 consecutive days for the same professional position, the daily rate beginning on the 11 day	\$150 daily
Instructional Aide/Clerical Position	\$65 daily
Instructional Aide (Special Education)	\$85 daily
Non-Degreed (Teacher)	\$100 daily
Principal	\$295 daily
Substitute Bus Aide	\$9.50 hourly
Substitute Bus Driver	\$12.75 hourly
Substitute Custodian/ Food Service Worker	\$9.50 hourly
Substitute Nurse (RN)	\$100 daily
Substitute Nurse Aide	\$65 daily







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

Thank you!



South San Antonio ISD

2025-2026 Compensation Plan Certified Teacher

	2025-2026 Pay Scale					
	Salary for Certified	2025-26				
Years of Experience	Teachers Eligible for the	Daily Rate				
	HB2 TRA	Daily Rate				
0	\$60,000	\$320.86				
1	\$60,000	\$320.86				
2	\$60,000	\$320.86				
3	\$62,360	\$333.47				
4	\$62,521	\$334.34				
5	\$65,565	\$350.61				
6	\$65,968	\$352.77				
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12	\$68,379	\$365.66				
13	\$68,700	\$367.38				
14	\$69,022	\$369.10				
15	\$69,343	\$370.82				
16	\$69,664	\$372.54				
17	\$69,986	\$374.26				
18	\$70,307	\$375.97				
19	\$70,736	\$378.27				
20	\$71,485	\$382.28				
21	\$71,807	\$383.99				
22	\$72,128	\$385.71				
23	\$72,450	\$387.43				
24	\$72,985	\$390.29				
25	\$73,628	\$393.73				
26	\$73,949	\$395.45				
27	\$74,485	\$398.31				
28+	\$77,463	\$414.24				

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

\$1,500 General Master's Degree Stipend \$2,300 Subject-Area Master's Degree Stipend

Pay increases are based on the TRA for school systems with more than \$5,000 enrolled students (\$2,500 for each classroom teacher with at least 3 years and less than 5 years exp., \$5,000 for each classroom teacher with 5 or more years of exp.) and on the annual pay raise budget approved by the Board of Managers. The TRA increase will be considered the alternative salary. The alternative salaries are based on 10 month employment for the 25-26 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed.

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

South San Antonio ISD

2025-2026 Compensation Plan Support Staff

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

	Nurses	Lib., ES Counselor & ARD Fac.	MS Counselor	HS Counselor	Master Teacher, Instructional Coach & ECHS Counselor	Lead Counselor	
Years of	1 F39/ CDI	1 F39/ CDI	1 F29/ CDI	1 F39/ CDI	1 F39/ CDI	1 F29/ CDI	2025-26
Experience	1.53% GPI 190 days	1.53% GPI 193 days	1.53% GPI 198 days	1.53% GPI 202 days	1.53% GPI 210 days	1.53% GPI 226 days	Daily Rate
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 salaries listed above are based on 10, 11 or 12 month employment for the 25-26 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed. Pay increases are based on the TRA for school systems with more than \$5,000 enrolled students and on the annual pay raise budget approved by the Board of Trustees.

1.53 % general pay increase (per TRA) is applied to step 13 salary which results in a step increase of \$995.

The new salary will be reflected beginning on the September 15, 2025 pay check for the new fiscal year. Prior pay checks issued for the 25-26 school year will be retro paid on September 15, 2025. \$1500 General Master's Degree Stipend

\$2300 Subject-Area Master's Degree Stipend

2025-2026 Administrative & Professional Pay Plan

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum	1.53% GPI of th midpoi
1			-		¢220.00	ć202.22	¢225.00	£4.2
1	Facilitates Testing	226	226	aily	\$228.69	\$282.33	\$335.98	\$4.3 \$97
	Facilitator, Testing Specialist, ERSEA	226	220	Days	51,684	63,807	75,931	397
	Specialist, ERSEA Specialist, Family Engagement	226						
	Specialist, Marketing	226						
	Specialist, Multi-Media/Communications	226						
	Print Shop Manager	226						
	Truancy Attendance Officer	226						
2	Traditor Accordance of the control o	220	Da	aily	\$265.28	\$327.50	\$389.73	\$5.0
_	Athletic Trainer, Asst	187	187	Days	49,607	61,243	72,880	\$93
	Facilitator, Head Start Family Services	210, 226	202	Days	53,587	66,155	78,725	\$ 1,01
	Facilitator, Dual Credit	202	210	Days	55,709	68,775	81,843	\$1,05
	Mentor, Head Start Readiness	210	226	Days	59,953	74,015	88,079	\$1,13
	Facilitator, Human Resources	226				,		
3	,		Da	aily	\$307.73	\$379.92	\$452.09	\$5.8
	Athletic Trainer	187	187	Days	57,546	71,045	84,541	\$1,08
	College Advisor	202	198	Days	60,931	75,224	89,514	\$1,15
	Coordinator, Head Start Family Services	226	202	Days	62,161	76,744	91,322	\$1,17
	Coordinator, HS Testing	226	210	Days	64,623	79,783	94,939	\$1,22
	Enrollment, Truancy & Dropout Coordinator	226	226	Days	69,547	85,862	102,172	\$1,31
	Facilitator, Bilingual/ESL	226		,-,	· · · · · · · · · · · · · · · · · · ·			. ,,,,,,,,
	Facilitator, Special Ed	226						
	Facilitator, Teen Parenting	187						
	General Accountant	226						
	Licensed Clinical Social Worker Lead	226						
	Licensed Master Social Worker	198						
	Specialist, Academic	210						
	Speech Language Pathologist, Asst	187						
	Licensed Professional Counselor	198						
	Strength & Conditioning Coach	226						
4			Da	aily	\$323.11	\$398.89	\$474.69	\$6.1
	Academic Coordinator	226	198	Days	63,976	78,980	93,989	\$1,20
	Asst Principal, ES	198	202	Days	65,268	80,576	95,887	\$1,23
	Asst Principal, MS	202	226	Days	73,023	90,149	107,280	\$1,37
	Athletic Coordinator/Head Football	226						
	Coordinator, Benefits	226						
	Coordinator, Bilingual/ESL/Migrant	226						
	Coordinator, Career Technology Education/Master	226						
	Coordinator, ERSEA	226						
	Coordinator, Facilities	235						
	Coordinator, Gear Up	226						
	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						
	Specialist, Behavior Coordinator, Special Education	226						
	Coordinator, Testing	226						
	Coordinator, Traits	226						
	Executive Master Teacher	226						
	Specialist, Behavior	226						
	Specialist, Early Childhood	226						
		226			\$342.49	\$422.84	\$503.18	\$6.4
5	Specialist, Head Start	226	Da	ilv				
5	Specialist, Head Start			Davs	-		-	
5	Specialist, Head Start Asst Athletic Director	226	198	Days	67,813	83,722	99,630	\$1,28
5	Asst Athletic Director Asst Director, Child Nutrition	226 226	198 210	Days Days	67,813 71,923	83,722 88,796	99,630 105,668	\$1,28 \$1,35
5	Asst Athletic Director Asst Director, Child Nutrition Asst Director, Facilities	226 226 226	198	Days	67,813	83,722	99,630	\$1,28 \$1,35
5	Asst Athletic Director Asst Director, Child Nutrition Asst Director, Facilities Asst Principal, HS	226 226 226 226 210	198 210	Days Days	67,813 71,923	83,722 88,796	99,630 105,668	\$1,28 \$1,35
5	Asst Athletic Director Asst Director, Child Nutrition Asst Director, Facilities Asst Principal, HS Diagnostician	226 226 226 226 210 198	198 210	Days Days	67,813 71,923	83,722 88,796	99,630 105,668	\$1,28 \$1,35
5	Asst Athletic Director Asst Director, Child Nutrition Asst Director, Facilities Asst Principal, HS Diagnostician Headstart Program Administrator	226 226 226 210 198 226	198 210	Days Days	67,813 71,923	83,722 88,796	99,630 105,668	\$1,28 \$1,35
5	Asst Athletic Director Asst Director, Child Nutrition Asst Director, Facilities Asst Principal, HS Diagnostician	226 226 226 226 210 198	198 210	Days Days	67,813 71,923	83,722 88,796	99,630 105,668	\$1,28 \$1,35 \$1,46

6			Da	ily
	Chief of Police	226	210	Day
	Controller Finance	226	226	Day
	Director, Assessment and Accountability	226	235	Day
	Director, Athletics	226		
	Director, Bilingual/ESL/Migrant	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 Program	226		
	Director, Guidance & Counseling	226		
	Director, Operations	235		
	Director, Payroll	226		
	Director, Procurement	226		
	Director, Secondary	226		
	Director, Special Education	226		
	Director, Technology	226		
	Director, CTE	226		
	Director, Transportation	226		
	Director, School Improvement	226		
	Director of Teaching and Learning	226		
	Director, Support Services	226		
	Principal, ES	210		
7	. ,		Da	ily
	Academic Dean, HS	226	210	Day
	Associate Principal, HS	226	215	Day
	Principal, DAEP	210	226	Day
	Principal, MS	215		
8			Da	ily
	Chief of Staff Officer	226	226	Day
	Exec Director, Business and Finance	226		
	Exec Director, Curriculum & Instruction	226		
	Exec Director, Human Resources	226		
	Exec Director, Operations	226		
	Exec Director, Student Support Services	226		
	Principal, HS	226		
9			Da	ily
	Chief Academic Officer	226	226	Day
	Chief Financial Officer	226		
10			Da	ily

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

\$6.86
\$1,440
\$1,550
\$1,612

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

\$7.34
1,541
\$1,578
\$1,658

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

\$7.69
\$1 738

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

\$10.32
\$2,333

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

\$12.45
\$2,813

2025-2026 Technology Pay Plan

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum	1.53% GPI o the midpoin	
1			Da	ily	\$177.71	\$214.10	\$250.49	\$3.2	28
	Computer Technician	226	226	Days	40,162	48,387	56,611	\$740	_
	Specialist, Hardware	226			•	· ·	· ·		_
	Technician, Desktop Service	226							
2			Da	ily	\$213.24	\$256.92	\$300.60	\$3.9	93
	Specialist, Telecommunications	226	226	Days	48,192	58,064	67,936	\$88	38
									_
3			Da	ily	\$255.89	\$308.31	\$360.73	\$4.7	/2
	Specialist, Network	226	226	Days	57,831	69,678	81,525	\$1,06	6
	Specialist,-Technology	226						·	
4			Da	ily	\$307.07	\$369.98	\$432.86	\$5.60	6
	Administrator, Network	226	226	Days	69,398	83,615	97,826	\$1,27	19
	Administrator, System	226							
	Administrator, Technology	226							

2025-2026 Police Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	1.53% GPI of the midpoint
1			Hourly	\$19.45	\$23.22	\$26.99	\$0.36
	Communications Operator	235	235 Days	36,566	43,654	50,741	\$668
	Public Service Officer	235				_	
2			Hourly	\$22.34	\$26.25	\$30.47	\$0.40
	School Marshal/Public Service Officer II	226	226 Days	40,391	47,460	55,090	\$726
3			Hourly	\$24.34	\$28.77	\$33.20	\$0.44
	Certified Peace Officer	187	187 Days	36,413	43,040	49,667	\$659
	Certified Peace Officer	235	235 Days	45,759	54,088	62,416	\$828
4			Hourly	\$30.62	\$36.26	\$41.89	\$0.55
4	Sergeant, Certified Peace Officer	235	235 Days	57,566	68,169	78,753	\$1,043
5			Hourly	\$38.32	\$45.42	\$52.51	\$0.69
	Lieutenant	235	235 Days	72,042	85,390	98,719	\$1,306

2025-2026 Clerical Technical Support Pay Plan

								1.53% GPI
Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum	of the midpoint
1	Clerk I, Assessment	210	187	urly Days	\$13.84 20,705	\$17.08 25,552	\$20.34 30,429	\$0.26 \$391
	Clerk I, Office	187, 226	210	Days	23,251	28,694	34,171	\$439
	Clerk I, Office CTE	226	226	Days	25,023	30,881	36,775	\$472
	Clerk I, Receptionist	226					<u> </u>	
2			Но	urly	\$15.02	\$18.54	\$22.06	\$0.28
	Clerk II, Appraisal	193	187	Days	22,470	27,736	33,002	\$424
	Clerk II, Attendance ES	210	193	Days	23,191	28,626	34,061	\$438
	Clerk II, Attendance HS	226	210	Days	25,234	31,147	37,061	\$477
	Clerk II, Head Start Bilingual	226	226	Days	27,156	33,520	39,884	\$513
	Clerk II, Library	187						
	Clerk II, Office Clerk II, SEMS	187, 193 226						
	Clerk II, Special Ed	187, 226						
	Cicia ii, Spesiai La	107, 220						
3				urly	\$16.21	\$20.02	\$23.82	\$0.31
	Clerk III, Attendance HS/Data	226	193	Days	25,028	30,911	36,778	\$473
	Clerk III, Attendance MS/Data Clerk III, Federal Programs	193, 210 226	210 226	Days	27,233	33,634	40,018	\$515 \$554
	Clerk III, Federal Programs Clerk III, Lead Data Processor	226	226	Days	29,308	36,196	43,067	\$554
	Clerk III, Office	193, 226						
	Clerk III, Migrant Education Program-	226						
					4	40	40	40.00
4	Bookkeeper, Athletics	226	226	urly Days	\$17.51 31,658	\$21.62 39,089	\$25.74 46,538	\$0.33 \$598
	Bookkeeper, Maintenance	235	235	Days	32,919	40,646	48,391	\$622
				,-	,	,	.0,00	7,72
5				urly	\$18.92	\$23.35	\$27.79	\$0.36
	Admin. Assistant, Gear UP	226	198	Days	29,969	36,986	44,019	\$566
	Bookkeeper, HS Clerk, PEIMS Data Entry	226 226	210 226	Days Days	31,786 34,207	39,228 42,217	46,687 50,244	\$600 \$646
	Registrar, HS	226	235	Days	35,570	43,898	52,245	\$672
	Secretary, Director	226		.,.		-,	, ,	
	Secretary, High School Counselor	226						
	Secretary, Maintenance	235						
	Secretary, Middle School Counselor	198						
	Secretary, Principal ES Secretary, Principal MS	210 210						
	Clerk, Print Shop	210 210						
	Specialist, Records Management	226						
6		226		urly	\$20.62	\$25.45	\$30.28	\$0.39
	Clerk III, Accounts Payable	226	190	Days	31,342	38,684	46,026	\$592
	Licensed Vocational Nurse Secretary, Athletics	190 226	226	Days	37,281	46,014	54,746	\$704
	Secretary, Executive Director	226						
	Secretary, Principal HS	226						
	Specialist, Procurement	226						
	Specialist, Webmaster	226						
7			Но	urly	\$22.47	\$27.75	\$33.02	\$0.42
	Executive Asst, Chief Academic Officer	226	226	Days	40,626	50,172	59,700	\$768
	Executive Asst, Chief Financial Officer	226	· ·					·
	Executive Asst, Deputy Superintendent	226						
	Specialist, Auxiliary	226 226						
	Specialist, Benefits Specialist, Human Resources	226						
	Specialist, Payroll	226						
	Specialist, HR Position Management	226						
					4	A	4 1	
8	Senior Executive Asst, Superintendent	226	Ho 226	urly Days	\$28.55 51,618	\$34.40 62,195	\$40.94 74,020	\$0.53 \$952
	Sems. Executive 1836, Superintendent	220	220	Days	31,010	02,133	7-4,020	

2025-2026 Instructional Support Pay Plan

									1
Pay									
Grade	Job Title	Calendars			Minimum	Midpoint	Maximum		
1			Hou	urly	\$13.82	\$16.69	\$19.57	1	
	Instructional Aide	187	187	Days	20,675	24,968	29,277	İ	
	Instructional Aide, Bilingual	187							
	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							
	Instructional Aide, Intramurals	187							
2			Hou	urly	\$14.79	\$17.91	\$21.03		
	Aide, Nurse	187	187	Days	22,126	26,793	31,461		
	Campus Monitor	187							
	Instructional Aide, Computer Lab	187							
	Instructional Aide, CTE	187							
	Instructional Aide, Teen Parenting	187							
3			Hou	urly	\$15.89	\$19.05	\$22.20		
	Instructional Aide, Sped	187	187	Days	23,771	28,499	33,211		
	Instructional Aide, Sped BAC	187	<u> </u>	1	<u> </u>		· · · · · · · · · · · · · · · · · · ·	L	
	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							
	-								

2025-2026 Auxiliary Pay Plan

South San Antonio ISD

Pay rade	Job Title	Calendars		Minimum	Midpoint	Maximum	1.53% G the mid
1			Hourly	\$14.29	\$16.36	\$18.44	\$
_	Bus Aide	190	190 Days	21,721	24,867	28,029	
	Custodian	235	235 Days	26,865	30,757	34,667	
	Custodian, Athletics	235		•	•	,	
2			Hourly	\$15.35	\$18.59	\$21.83	
	Athletic Worker	235	190 Days	23,332	28,257	33,182	
	Bus Driver, Non CDL	190	235 Days	28,858	34,949	41,040	
	Custodian, Head ES	235					
	Custodian, Head MS	235					
	Custodian, Head HS	235					
	Groundskeeper	235					
	Warehouse, Worker	235					
3			Hourly	\$15.60	\$19.26	\$22.92	Ş
	Athletic Worker, Lead	235	235 Days	29,328	36,209	43,090	
	General Worker	235					
4			Hourly	\$16.69	\$20.61	\$24.52	Ş
	HVAC Apprentice, Tech	235	226 Days	30,176	37,263	44,332	
	Maintenance, General Worker II - IPM	235	235 Days	31,377	38,747	46,098	
	Painter	235					
	Plumber Apprentice	235					
	Warehouse Worker I, Textbook	235					
5			Hourly	\$18.03	\$22.26	\$26.48	5
	Maintenance, Mechanic I	235	226 Days	32,598	40,246	47,876	
	Transportation Dispatcher	226	235 Days	33,896	41,849	49,782	
6			Hourly	\$20.37	\$25.15	\$29.93	\$
	Maintenance, Glazier/Locksmith	235	226 Days	36,829	45,471	54,113	
	Maintenance, Fire Alarm Tech	235	235 Days	38,296	47,282	56,268	
	Mechanic II, Vehicle	235					
	Transportation, Specialist Transportation, Trainer	226 226					
7			Hourly	\$23.22	\$28.66	\$34.11	
,	Custodian, Supervisor	235	235 Days	43,654	53,881	64,127	\$
	Electrician, Journeyman	235	,-	-,	,	· · · · · · · · · · · · · · · · · · ·	
	Grounds, Foreman	235					
	HVAC, Journeyman	235					
	Inventories, Foreman	235					
	Plumber, Journeyman	235					
8			Hourly	\$26.71	\$32.98	\$39.23	Ş
	Electrician, Foreman	235	226 Days	48,292	59,628	70,928	
	Electrician, HVAC, Plumber - Master	235	235 Days	50,215	62,002	73,752	
	HVAC, Foreman	235					
	Maintenance, Foreman	235					
	Plumber, Foreman	235					
	Transportation, Supervisor	226					
	Transportation, Foreman	235					
	Warehouse, Foreman	235					
BD			Hourly	\$19.49	\$23.83	\$28.16	Ş
		190	190 Days	29,625	36,222	42,803	•

Note:

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

2025-2026 Nutrition Services Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	1.53% GPI of the midpoint
1			Hourly	\$15.19	\$18.75	\$22.32	\$0.29
	Cafeteria Worker	190	190 Days	23,089	28,500	33,926	\$436
	Cafeteria Porter	190	226 Days	27,464	33,900	40,355	\$ 51 9
	Warehouse, Work Helper	235	235 Days	28,557	35,250	41,962	\$539
2			Hourly	\$16.82	\$20.77	\$24.71	\$0.32
	Cafeteria, Manager Trainee	190	190 Days	25,566	31,570	37,559	\$483
3			Hourly	\$18.00	\$22.22	\$33.15	\$0.3
	Cafeteria, Asst Manager	190	190 Days	27,360	33,774	50,388	\$517
4			Hourly	\$19.44	\$24.00	\$28.56	\$0.3 7
	No positions at this time						
4 -5			Hourly	\$21.97	\$27.12	\$32.28	\$0.4
	Cafeteria, Manager ES & MS	190	190 Days	33,394	41,222	49,066	\$63
5 <mark>6</mark>			Hourly	\$25.04	\$30.92	\$35.37	\$0.47
	Cafeteria, Manager HS	190	190 Days	38,061	46,998	53,762	\$719
	Secretary, Child Nutrition	226	226 Days	45,272	55,903	63,949	\$855
	Specialist, Procurement	226				_	
6 7			Hourly	\$26.71	\$32.97	\$39.24	\$0.50
	Child Nutrition, Area Supervisor	226	226 Days	48,292	59,610	70,946	\$912
	Warehouse, Foreman	235	235 Days	50,215	61,984	73,771	\$948

Note:

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

Stipends 2025-2026 Certified Bilingual Teacher Teaching in Bilingual Class	Yearly
	\$4,000
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 ESL Teacher Teaching in an ESL/ELAR Class (min. of 4 sections)	\$2,000
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
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
LSSP, Diagnostician, and Speech Language Pathologist	\$4,000
LSSP, Diagnostician, and Speech Language Pathologist, SLP-A Bilingual	\$2,000
Special Education ARD Facilitator	\$3,000
Valued Youth Program Lead Teacher	\$500
Mentor Teacher (ES/MS)	\$2,000
Mentor Teacher (HS)	\$2,500
Teacher Resident 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
ECCC. III	
Grant Funded Stipends	as determined by grant
Teacher Incentive Allotment - Payout based on the TEA requirements	7,0
·	
Elementary School Level	
Grade Level Chair-	\$800
*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	4
Department Heads [Core]	\$ 1,200
Dept. Heads [SPED, Electives]	\$800
*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) Yearbook, Cheerleader	\$250 per event
rearbook, crieerieader	\$1,200
MS- Assistant Band Director	\$5,000
MS- Band Director	\$7,000
	<i>ϕ.,</i> 5000
*Club and UIL Sponsors must have a minimum of 5 students participating	

HS Auditorium Coordinator HS Media Coordinator One Act Play UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$2,500 \$1,500 \$600-\$1000 (paid out in Dec \$1,400 \$2,000 \$3,000 \$1,200 \$250 per event
Dual Credit Stipend - per college section/semester (depending on enrollment) HS Auditorium Coordinator HS Media Coordinator One Act Play UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$1,400 \$2,000 \$3,000 \$1,200
HS Auditorium Coordinator HS Media Coordinator One Act Play UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$1,400 \$2,000 \$3,000 \$1,200
HS Media Coordinator One Act Play UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$2,000 \$3,000 \$1,200
HS Media Coordinator One Act Play UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$2,000 \$3,000 \$1,200
One Act Play UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$3,000 \$1,200
UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$1,200
UIL Coordinator (paid out in Dec./May) UIL Sponsors (paid out in May) Pep squad Cheer Dance	\$1,200
UIL Sponsors (paid out in May) Pep squad Cheer Dance	
Pep squad Cheer Dance	\$250 per event
Cheer Dance Cheer	
Cheer Dance Cheer	
Dance	\$2,500
	\$7,000
IVoarbook Dobato Nowspapor	\$7,000
Yearbook, Debate, Newspaper	\$1,600
HS- Assistant Band Director	\$9,000
HS- Band Director	\$15,000
District Mariachi Coordinator	\$10,000
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
One-Time Sign-on bonus for the 2025-26 SY (must be employed by August 31st, 2025)	
Certified Special Education Teacher Stipend	\$5,000
Certified 6-12 Math Teacher	\$5,000
Certified 6-12 Science Teacher	\$5,000
Certified Dual Language Teacher	\$5,000
Certified 6-8 ELAR Teacher	\$2,000
Certified 9-12 ELAR Teacher	\$5,000
Certified EC-6 Teacher	\$2,000
Licensed CDL Bus Driver	\$2,000
LSSP, Diagnostician, Speech Language Pathologist	\$5,000
Speech Language Pathologist Assistant	\$2,500
	+-,500
23-24 SY Accountability Performance Pay	
Accountability A Rating	
Campus Based Employee:	\$500
Sampas Sassa Employees	9300
Average Daily Attendance Performance Pay	
Campus ADA greater than or equal to 94% 95%	
Campus Based Employee:	\$500
Campas sasca Employee.	UVCÇ
Compute ADA greater than or equal to 039/	
Campus ADA greater than or equal to 93%	6050
Campus Based Employee:	\$250

	2025-2026 Athletic Stip		
Category	Assignment	Level	Stipend
	Middle School		
	Baseball/Softball (Intramural Sports)	Junior High	500
	Basketball	Junior High	2,000
	Football	Junior High	2,750
	MS Athletic Coordinator	Junior High	1,000
	Soccer	Junior High	2,000
	Track	Junior High	2,000
	Volleyball	Junior High	2,000
	High School		
	Asst. Athletic Trainer	High School	12,500
	Athletic Trainer	High School	13,500
	Summer Asst. (paid at the end of summer)	High School	2,560
	Year Round Sport	S	
Tennis			
	Tennis - Asst	High School	5,000
	Tennis - Head	High School	6,500
Golf			
	Golf - Asst	High School	5,000
	Golf - Head	High School	6,500
	Fall Sports		
Cross Coun	* * *		
	Cross Country - Asst	High School	5,000
	Cross Country - Head	High School	6,500
Football (F			
	Football - Asst	High School	7,500
	Football - Head Coach	High School	15,000
	Football Defensive Coordinator	High School	10,000
	Football Offensive Coordinator	High School	10,000
Volleyball			
	Volleyball - Asst	High School	5,500
	Volleyball - Head	High School	8,250
Curimamina	Spring Sports		
Swimming	Swimming - Head	High School	6,500
Basketball		riigii Scriooi	0,500
	Basketball - Asst	High School	5,500
	Basketball - Head	High School	8,250
Soccer (Spi			5,250
	Soccer - Asst.	High School	5,500
	Soccer - Head	High School	8,250
Track & Fie		5	-,=
	Track - Asst	High School	5,500
	Track - Head	High School	7,000
Softball (Sp			
	Softball - Asst	High School	5,500
	Softball - Head	High School	8,250
Baseball (S	pring)		
	Baseball - Asst	High School	5,500
	Baseball - Head	High School	8,250
Powerliftin			
	Powerlifting - Asst	High School	5,000
	Powerlifting - Head	High School	5,500

Other Salary/ Duties 2025-2026	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	\$15 hourly
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
Teacher Resident	\$20,000 annually
Temporary Assistant Principal	\$30 hourly
Temporary Clerical, Aides, Temporary Technician, Part-Time Intramural Aide	\$15 hourly
Temporary Teachers/Temporary Professionals (Non-Degreed)	\$20 hourly
Substitute Pay Plan 2025-2026	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
After 10 consecutive days for the same professional position, the daily rate beginning on the 11 day	\$150 daily
Instructional Aide/Clerical Position	\$65 daily
Instructional Aide (Special Education)	\$85 daily
Non-Degreed (Teacher)	\$100 daily
Principal	\$295 daily
Substitute Bus Aide	\$9.50 hourly
Substitute Bus Driver	\$12.75 hourly
Substitute Custodian/ Food Service Worker	\$9.50 hourly
Substitute Nurse (RN)	\$100 daily
Substitute Nurse Aide	\$65 daily

2025-2026 Police Department Certification Pay	
	Certification Pay (prorated based on start
TCOLE Certification - Certified Peace Officer	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
	Certification Pay (prorated based on start
TCOLE Certification - Dispatcher	date/certification date)
Advance Dispatcher Proficiency	\$500
Intermediate Dispatcher Proficiency	\$250
Master Dispatcher Proficiency	\$750
	Certification Pay (prorated based on start
Degree	date/degree date)
Associates	\$250
Bachelors	\$500
	\$750

2025-2026 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