



## SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

### Agenda Item Summary

Meeting Date: March 17, 2025

Agenda Section: Discussion and Possible Action

Agenda Item Title: Approve the South San Antonio ISD (SSAISD) 2024-2025 Pay and Compensation Plan Amendments

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

Description: SSAISD engaged the Human Resource Services Division of the Texas Association of School Boards (TASB) to provide pay systems review. TASB offers this pay systems review to clients that have adopted a market-based pay plan. The 2024-2025 Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District. The 2024-2025 compensation plan amendment 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: On June 19, 2024, the SSAISD board approved a 2% general pay increase of the midpoint for most employee groups with other groups received the follow increases: Instructional Support plan (5-8%), Auxiliary plan pay grades 1-2 (4-7%), Bus Drivers (3-5%), Nutrition Services Plan pay grades 1-6 (10%). On November 21, 2024 the SSAISD board approved amendments to the 2024-2025 Pay and Compensation plan.

Recommendation: Approve the 2024-2025 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

## 2024-2025 Compensation Plan

**Teachers, Interventionists, Librarians, ARD Facilitators, Instructional Coaches, Counselors & Registered Nurses**

### 2024-2025 Pay Scale

Years of Experience	Teacher & Interventionists	Nurses	Lib., ES Counselor & ARD Fac.	MS Counselor	HS Counselor	Ins. Coach & ECHS Counselor	Lead Counselor	2024-25 Daily Rate
	2% GPI 187 days	2% GPI 190 days	2% GPI 193 days	2% GPI 198 days	2% GPI 202 days	2% GPI 210 days	2% GPI 226 days	
0	\$59,350	\$60,302	\$61,254	\$62,841	\$64,111	\$66,650	\$71,728	\$317.38
1	\$59,645	\$60,602	\$61,559	\$63,154	\$64,430	\$66,981	\$72,085	\$318.96
2	\$59,860	\$60,820	\$61,780	\$63,381	\$64,661	\$67,222	\$72,344	\$320.11
3	\$60,021	\$60,984	\$61,947	\$63,551	\$64,835	\$67,403	\$72,539	\$320.97
4	\$60,565	\$61,536	\$62,508	\$64,127	\$65,423	\$68,014	\$73,196	\$323.88
5	\$60,968	\$61,946	\$62,924	\$64,555	\$65,859	\$68,467	\$73,684	\$326.03
6	\$61,237	\$62,219	\$63,201	\$64,839	\$66,149	\$68,768	\$74,008	\$327.47
7	\$61,451	\$62,437	\$63,423	\$65,066	\$66,380	\$69,009	\$74,267	\$328.61
8	\$62,308	\$63,307	\$64,307	\$65,973	\$67,306	\$69,971	\$75,302	\$333.20
9	\$62,736	\$63,743	\$64,749	\$66,427	\$67,769	\$70,453	\$75,820	\$335.49
10	\$63,058	\$64,069	\$65,081	\$66,767	\$68,116	\$70,813	\$76,209	\$337.21
11	\$63,379	\$64,396	\$65,413	\$67,107	\$68,463	\$71,174	\$76,597	\$338.93
12	\$63,700	\$64,722	\$65,744	\$67,447	\$68,810	\$71,535	\$76,985	\$340.64
13	\$64,022	\$65,049	\$66,076	\$67,788	\$69,157	\$71,896	\$77,374	\$342.36
14	\$64,343	\$65,375	\$66,408	\$68,128	\$69,504	\$72,257	\$77,762	\$344.08
15	\$64,664	\$65,702	\$66,739	\$68,468	\$69,851	\$72,618	\$78,151	\$345.80
16	\$64,986	\$66,028	\$67,071	\$68,808	\$70,199	\$72,979	\$78,539	\$347.52
17	\$65,307	\$66,355	\$67,403	\$69,149	\$70,546	\$73,340	\$78,927	\$349.24
18	\$65,736	\$66,790	\$67,845	\$69,602	\$71,009	\$73,821	\$79,445	\$351.53
19	\$66,485	\$67,552	\$68,619	\$70,396	\$71,819	\$74,663	\$80,351	\$355.54
20	\$66,807	\$67,879	\$68,950	\$70,737	\$72,166	\$75,024	\$80,740	\$357.26
21	\$67,128	\$68,205	\$69,282	\$71,077	\$72,513	\$75,385	\$81,128	\$358.97
22	\$67,450	\$68,532	\$69,614	\$71,417	\$72,860	\$75,745	\$81,517	\$360.69
23	\$67,985	\$69,076	\$70,167	\$71,984	\$73,439	\$76,347	\$82,164	\$363.56
24	\$68,628	\$69,729	\$70,830	\$72,665	\$74,133	\$77,069	\$82,941	\$366.99
25	\$68,949	\$70,055	\$71,162	\$73,005	\$74,480	\$77,430	\$83,329	\$368.71
26	\$69,485	\$70,600	\$71,714	\$73,572	\$75,058	\$78,031	\$83,976	\$371.58

The salaries listed above are based on 10, 11 or 12 month employment for the 24-25 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**2% general pay increase is applied to market median salary which results in a step increase of \$1,265.**

The new salary will be reflected beginning on the September 13, 2024 pay check for the new fiscal year. Prior pay checks issued for the 24-25 school year will be retro paid on September 13, 2024.

**\$1500 General Master's Degree Stipend  
\$2300 Subject-Area Master's Degree Stipend**

**2024-2025 Administrative & Professional Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
<b>1</b>						
	Facilitator, Testing	226				
	Specialist, ERSEA	226				
	Specialist, Family Engagement	226				
	Print Shop Manager	226				
	Truancy Attendance Officer	226				
	Specialist, Multi-Media/Communications	226				
	Specialist, Marketing	226				
<b>2</b>						
	Athletic Trainer, Asst	187				
	Facilitator, Head Start Family Services	210, 226				
	Facilitator, Dual Credit	202				
	Mentor, Head Start Readiness	210				
	Facilitator, Human Resources	226				
<b>3</b>						
	Athletic Trainer	187				
	College Advisor	202				
	Coordinator, Head Start Family Services	226				
	Enrollment, Truancy & Dropout Coordinator	226				
	Facilitator, Bilingual/ESL	226				
	Facilitator, Special Ed	226				
	Facilitator, Teen Parenting	187				
	General Accountant	226				
	Specialist, Academic	210				
	Coordinator, HS Testing	226				
	Speech Language Pathologist, Asst	187				
	Licensed Master Social Worker	198				
	Licensed Clinical Social Worker Lead	226				
	Licensed Professional Counselor	198				
<b>4</b>						
	Asst Principal, ES	198				
	Asst Principal, MS	202				
	Athletic Coordinator/Head Football	226				
	Coordinator, Bilingual/ESL	226				
	Coordinator, Career Technology Education	226				
	Coordinator, Facilities	235				
	Coordinator, Traits	226				
	Coordinator, Payroll	226				
	Coordinator, Procurement	226				
	Coordinator, Safety and Security	226				
	Coordinator, ERSEA	226				
	Coordinator, Health Services	202				
	Coordinator, HR/Benefits	226				
	Coordinator, Testing	226				
	Coordinator, PEIMS	226				
	Coordinator, Gear Up	226				
	Coordinator, Grant	226				
	Coordinator, Language & Literacy	226				
	Academic Coordinator	226				
	Specialist, Behavior	226				
	Specialist, Head Start	226				
<b>5</b>						
	Asst Athletic Director	226				
	Asst Director, Child Nutrition	226				
	Asst Director, Facilities	226				
	Asst Principal, HS	210				
	Diagnostician	198				
	SLP	198				
	LSSP	198				

<b>Daily</b>	<b>\$225.24</b>	<b>\$278.08</b>	<b>\$330.92</b>
<b>226 Days</b>	50,904	62,846	74,788

<b>Daily</b>	<b>\$261.28</b>	<b>\$322.56</b>	<b>\$383.86</b>
<b>187 Days</b>	48,859	60,319	71,782
<b>202 Days</b>	52,779	65,157	77,540
<b>210 Days</b>	54,869	67,738	80,611
<b>226 Days</b>	59,049	72,899	86,752

<b>Daily</b>	<b>\$303.09</b>	<b>\$374.19</b>	<b>\$445.28</b>
<b>187 Days</b>	56,678	69,974	83,267
<b>198 Days</b>	60,012	74,090	88,165
<b>202 Days</b>	61,224	75,586	89,947
<b>210 Days</b>	63,649	78,580	93,509
<b>226 Days</b>	68,498	84,567	100,633

<b>Daily</b>	<b>\$318.24</b>	<b>\$392.88</b>	<b>\$467.54</b>
<b>198 Days</b>	63,012	77,790	92,573
<b>202 Days</b>	64,284	79,362	94,443
<b>226 Days</b>	71,922	88,791	105,664
<b>235 Days</b>	74,786	92,327	109,872

<b>Daily</b>	<b>\$337.33</b>	<b>\$416.47</b>	<b>\$495.60</b>
<b>198 Days</b>	66,791	82,461	98,129
<b>210 Days</b>	70,839	87,459	104,076
<b>226 Days</b>	76,237	94,122	112,006

6	
Controller Finance	226
Director, Athletics	226
Director, Child Nutrition	226
Director, Communications and Marketing	226
Director, Early College HS	226
Director, ECH & Head Start	226
Director, Guidance & Counseling	226
Director, Payroll	226
Director, Procurement	226
Director, Technology	226
Director, Assessment and Accountability	226
Director, CTE	226
Director, Bilingual/ESL	226
Director, Transportation	226
Director, School Improvement	226
Director, <del>Facilities Operations</del>	226
Director of Teaching and Learning	226
Director, Federal & State Program	226
Director, Special Education	226
Director, Secondary	226
Director, Elementary	226
Director, Student Support Services	226
Chief of Police	226
Principal, ES	210

Daily	\$361.99	\$441.46	\$520.91
210 Days	76,018	92,707	109,391
226 Days	81,810	99,770	117,726
235 Days	85,068	103,743	122,414

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

Daily	\$387.33	\$472.35	\$557.38
215 Days	83,276	101,555	119,837
226 Days	87,537	106,751	125,968

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

Daily	\$422.19	\$495.07	\$584.17
226 Days	95,415	111,886	132,022

9	
Chief Academic Officer	226
Chief Financial Officer	226

Daily	\$493.97	\$602.38	\$710.81
226 Days	111,637	136,138	160,643

10	
Deputy Superintendent	226

Daily	\$681.00	\$801.18	\$921.36
226 Days	153,906	181,067	208,227

**2024-2025 Technology Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
<b>1</b>						
	Computer Technician	226	\$175.03	\$210.87	\$246.72	
	Specialist, Hardware	226	226 Days	39,557	47,657	55,759
	Technician, Desktop Service	226				
<b>2</b>						
	Specialist, Telecommunications	226	\$210.03	\$253.05	\$296.07	
			226 Days	47,467	57,189	66,912
<b>3</b>						
	Specialist,-Technology	226	\$252.03	\$303.66	\$355.29	
	Specialist, Network	226	226 Days	56,959	68,627	80,296
<b>4</b>						
	Administrator, Network	226	\$302.44	\$364.40	\$426.34	
	Administrator, System	226	226 Days	68,351	82,354	96,353
	Administrator, Technology	226				

**2024-2025 Police Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
<b>1</b>						
	Communications Operator	235	<b>\$19.16</b>	<b>\$22.87</b>	<b>\$26.58</b>	
	Public Service Officer	235	<b>235 Days</b>	36,021	42,996	49,970
<b>2</b>						
	School Marshal/Public Service Officer II	226	<b>\$22.00</b>	<b>\$25.85</b>	<b>\$30.01</b>	
			<b>226 Days</b>	39,776	46,737	54,258
<b>3</b>						
	Certified Peace Officer	187	<b>\$23.97</b>	<b>\$28.34</b>	<b>\$32.70</b>	
	Certified Peace Officer	235	<b>187 Days</b>	35,859	42,397	48,919
			<b>235 Days</b>	45,064	53,279	61,476
<b>4</b>						
	Sergeant, Certified Peace Officer	235	<b>\$30.16</b>	<b>\$35.71</b>	<b>\$41.26</b>	
			<b>235 Days</b>	56,701	67,135	77,569
<b>5</b>						
	Lieutenant	235	<b>\$37.74</b>	<b>\$44.74</b>	<b>\$51.72</b>	
			<b>235 Days</b>	70,951	84,111	97,234

**2024-2025 Clerical Technical Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI of the midpoint
<b>1</b>			<b>Hourly</b>	<b>\$13.63</b>	<b>\$16.82</b>	<b>\$20.03</b>
	Clerk I, Assessment	210	<b>187 Days</b>	20,390	25,163	29,965
	Clerk I, Office	187, 226	<b>210 Days</b>	22,898	28,258	33,650
	Clerk I, Office CTE	226	<b>226 Days</b>	24,643	30,411	36,214
	Clerk I, Receptionist	226				
<b>2</b>			<b>Hourly</b>	<b>\$14.79</b>	<b>\$18.26</b>	<b>\$21.73</b>
	Clerk II, Appraisal	193	<b>187 Days</b>	22,126	27,317	32,508
	Clerk II, Attendance ES	210	<b>193 Days</b>	22,836	28,193	33,551
	Clerk II, Attendance HS	226	<b>210 Days</b>	24,847	30,677	36,506
	Clerk II, Head Start Bilingual	226	<b>226 Days</b>	26,740	33,014	39,288
	Clerk II, Library	187				
	Clerk II, Office	187, 193				
	Clerk II, SEMS	226				
	Clerk II, Special Ed	187, 226				
<b>3</b>			<b>Hourly</b>	<b>\$15.97</b>	<b>\$19.72</b>	<b>\$23.46</b>
	Clerk III, Attendance HS/Data	226	<b>193 Days</b>	24,658	30,448	36,222
	Clerk III, Attendance MS/Data	193, 210	<b>210 Days</b>	26,830	33,130	39,413
	Clerk III, Federal Programs	226	<b>226 Days</b>	28,874	35,654	42,416
	Clerk III, Lead Data Processor	226				
	Clerk III, Office	193, 226				
	Clerk III, Migrant Education Program	226				
<b>4</b>			<b>Hourly</b>	<b>\$17.25</b>	<b>\$21.29</b>	<b>\$25.35</b>
	Bookkeeper, Athletics	226	<b>226 Days</b>	31,188	38,492	45,833
	Bookkeeper, Maintenance	235	<b>235 Days</b>	32,430	40,025	47,658
<b>5</b>			<b>Hourly</b>	<b>\$18.63</b>	<b>\$23.00</b>	<b>\$27.37</b>
	Admin. Assistant, Gear UP	226	<b>198 Days</b>	29,510	36,432	43,354
	Bookkeeper, HS	226	<b>210 Days</b>	31,298	38,640	45,982
	Registrar, HS	226	<b>226 Days</b>	33,683	41,584	49,485
	Clerk, PEIMS Data Entry	226	<b>235 Days</b>	35,024	43,240	51,456
	Specialist, Records Management	226				
	Secretary, Principal ES	210				
	Secretary, Principal MS	210				
	Secretary, Director	226				
	Secretary, Middle School Counselor	198				
	Secretary, High School Counselor	226				
	Secretary, Maintenance	235				
	Clerk, Print Shop	210				
<b>6</b>			<b>Hourly</b>	<b>\$20.31</b>	<b>\$25.07</b>	<b>\$29.82</b>
	Secretary, Athletics	226	<b>190 Days</b>	30,871	38,106	45,326
	Secretary, Principal HS	226	<b>226 Days</b>	36,720	45,327	53,915
	Secretary, Executive Director	226				
	Clerk III, Accounts Payable	226				
	Licensed Vocational Nurse	190				
	Specialist, Procurement	226				
	Specialist, Webmaster	226				
<b>7</b>			<b>Hourly</b>	<b>\$22.13</b>	<b>\$27.33</b>	<b>\$32.52</b>
	Executive Asst, Chief Academic Officer	226	<b>226 Days</b>	40,011	49,413	58,796
	Executive Asst, Chief Financial Officer	226				
	Specialist, Auxiliary	226				
	Specialist, Human Resources	226				
	Specialist, Payroll	226				
	Specialist, Benefits	226				
	Specialist, HR Position Management	226				
<b>8</b>			<b>Hourly</b>	<b>\$28.12</b>	<b>\$33.88</b>	<b>\$40.32</b>
	Senior Executive Asst, Superintendent	226	<b>226 Days</b>	50,841	61,255	72,899

**2024-2025 Instructional Support Pay Plan**  
 South San Antonio ISD

\$1.00/hour  
 increase to  
 all existing  
 employees

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$13.61</b>	<b>\$16.44</b>	<b>\$19.28</b>
			<b>187 Days</b>			
	Instructional Aide	187	20,361	24,594	28,843	
	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				
<b>2</b>			<b>Hourly</b>	<b>\$14.57</b>	<b>\$17.64</b>	<b>\$20.71</b>
			<b>187 Days</b>			
	Aide, Nurse	187	21,797	26,389	30,982	
	Campus Monitor	187				
	Instructional Aide, Computer Lab	187				
	Instructional Aide, CTE	187				
	Instructional Aide, Teen Parenting	187				
<b>3</b>			<b>Hourly</b>	<b>\$15.65</b>	<b>\$18.76</b>	<b>\$21.87</b>
			<b>187 Days</b>			
	Instructional Aide, Sped BAC	187	23,412	28,065	32,718	
	Instructional Aide, Sped Life Skills	187				
	Instructional Aide, Sped ECSE	187				
	Instructional Aide, Sped SSTEP	187				
	Instructional Aide, Sped VAC	187				
	Instructional Aide, Sped	187				
	Instructional Aide, Sped Inclusion/Resource	187				



**2024-2025 Auxiliary Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	\$1.00/hour increase to all existing employees
<b>1</b>			<b>Hourly</b>	<b>\$14.07</b>	<b>\$16.11</b>	<b>\$18.16</b>
	Bus Aide	190	21,386	24,487	27,603	
	Custodian	235	26,452	30,287	34,141	
	Custodian, Athletics	235				
<b>2</b>			<b>Hourly</b>	<b>\$15.12</b>	<b>\$18.31</b>	<b>\$21.50</b>
	Bus Driver, Non CDL	190	22,982	27,831	32,680	
	Athletic Worker	235	28,426	34,423	40,420	
	Custodian, Head ES	235				
	Custodian, Head MS	235				
	Custodian, Head HS	235				
	Groundskeeper	235				
	Warehouse, Worker	235				
<b>3</b>			<b>Hourly</b>	<b>\$15.36</b>	<b>\$18.97</b>	<b>\$22.57</b>
	Athletic Worker, Lead	235	28,877	35,664	42,432	
	General Worker	235				
<b>4</b>			<b>Hourly</b>	<b>\$16.44</b>	<b>\$20.30</b>	<b>\$24.15</b>
	HVAC Apprentice, Tech	235	29,724	36,702	43,663	
	Maintenance, General Worker II - IPM	235	30,907	38,164	45,402	
	Painter	235				
	Plumber Apprentice	235				
	Warehouse Worker I, Textbook	235				
<b>5</b>			<b>Hourly</b>	<b>\$17.76</b>	<b>\$21.92</b>	<b>\$26.08</b>
	Maintenance, Mechanic I	235	32,110	39,631	47,153	
	Transportation Dispatcher	226				
<b>6</b>			<b>Hourly</b>	<b>\$20.06</b>	<b>\$24.77</b>	<b>\$29.48</b>
	Maintenance, Glazier/Locksmith	235	36,268	44,784	53,300	
	Maintenance, Fire Alarm Tech	235	37,713	46,568	55,422	
	Mechanic II, Vehicle	235				
	Transportation, Trainer	226				
	Transportation, Specialist	226				
<b>7</b>			<b>Hourly</b>	<b>\$22.87</b>	<b>\$28.23</b>	<b>\$33.60</b>
	Grounds, Foreman	235	42,996	53,072	63,168	
	Inventories, Foreman	235				
	Custodian, Supervisor	235				
	Electrician, Journeyman	235				
	HVAC, Journeyman	235				
	Plumber, Journeyman	235				
<b>8</b>			<b>Hourly</b>	<b>\$26.31</b>	<b>\$32.48</b>	<b>\$38.64</b>
	Electrician, Foreman	235	47,568	58,724	69,861	
	Warehouse, Foreman	235	49,463	61,062	72,643	
	HVAC, Foreman	235				
	Maintenance, Foreman	235				
	Plumber, Foreman	235				
	Electrician, HVAC, Plumber - Master	235				
	Transportation, Supervisor	226				
	Transportation, Foreman	235				
<b>BD</b>			<b>Hourly</b>	<b>\$19.20</b>	<b>\$23.47</b>	<b>\$27.74</b>
	Bus Driver	190	29,184	35,674	42,165	

2% GPI of the midpoint

\$1.00/hour increase to all existing employees

**Note:**

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

## 2024-2025 Nutrition Services Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	10% GPI of the midpoint
<b>1</b>			<b>Hourly</b>	<b>\$14.96</b>	<b>\$18.47</b>	<b>\$21.98</b>
	Cafeteria Worker	190	<b>190 Days</b>	22,739	28,074	33,410
	Cafeteria Porter	190	<b>226 Days</b>	27,048	33,394	39,740
	Warehouse, Work Helper	235	<b>235 Days</b>	28,125	34,724	41,322
<b>2</b>			<b>Hourly</b>	<b>\$16.57</b>	<b>\$20.46</b>	<b>\$24.34</b>
	Cafeteria, Manager Trainee	190	<b>190 Days</b>	25,186	31,099	36,997
<b>3</b>			<b>Hourly</b>	<b>\$17.73</b>	<b>\$21.89</b>	<b>\$32.65</b>
	Cafeteria, Asst Manager	190	<b>190 Days</b>	26,950	33,273	49,628
<b>4</b>			<b>Hourly</b>	<b>\$19.15</b>	<b>\$23.64</b>	<b>\$28.13</b>
	No positions at this time					
<b>5</b>			<b>Hourly</b>	<b>\$21.64</b>	<b>\$26.71</b>	<b>\$31.79</b>
	Cafeteria, Manager ES & MS	190	<b>190 Days</b>	32,893	40,599	48,321
<b>6</b>			<b>Hourly</b>	<b>\$24.66</b>	<b>\$30.45</b>	<b>\$34.84</b>
	Cafeteria, Manager HS	190	<b>190 Days</b>	37,483	46,284	52,957
	Secretary, Child Nutrition	226	<b>226 Days</b>	44,585	55,054	62,991
	Specialist, Procurement	226				
<b>7</b>			<b>Hourly</b>	<b>\$26.31</b>	<b>\$32.47</b>	<b>\$38.65</b>
	Child Nutrition, Area Supervisor	226	<b>226 Days</b>	47,568	58,706	69,879
	Warehouse, Foreman	235	<b>235 Days</b>	49,463	61,044	72,662

2% GPI of the midpoint

Note:

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

Stipends 2024-2025	Yearly
Certified Bilingual Teacher Teaching in Bilingual Class	\$3,000
Certified ESL Teacher Teaching in ESL Class (Elementary School)	\$2,000
Certified Secondary Math Teacher Teaching in Math Class (min. of 4 sections)	\$4,000
Certified Secondary Science Teacher Teaching in Science Class (min. of 4 sections)	\$4,000
Certified Secondary ELAR/ESL Teacher Teaching in ELAR Class (min. of 4 sections)	\$2,000
Special Education Teachers Teaching in Special Education	\$2,000
Designated Master Teacher - Secondary (above 6 sections)	\$2000/section/semester
JROTC Instructor	\$3,000
JROTC Assistant Instructor	\$1,500
Lead Counselor	\$1,500
LSSP, Diagnosticians, and Speech Language Pathologists	\$4,000
LSSP, Diagnosticians, and Speech Language Pathologists Bilingual	\$1,400
Valued Youth Program Lead Teacher	\$500
Special Education ARD Facilitator	\$3,000
New Teacher Mentor (paid out in Dec. and May)	\$400
(Teachers placed on Career Ladder as of 08-31-93)	
Level II	\$1,500
Level III	\$3,000
Grant Funded Stipends	as determined by grant
Teacher Incentive Alloment - Payout based on the TEA requirements	
<b>Elementary School Level</b>	
Grade Level Chair	\$800
BAC/Life skills/ECSE Professional	\$1,500
*Club Sponsor (paid out in Dec./May)	\$250
*UIL Sponsor (paid out in May)	\$250
*UIL Coordinator (paid out in Dec./May)	\$500
<b>Middle School Level</b>	
Department Heads [Core]	\$1,200
Dept. Heads [SPED, Electives]	\$800
BAC/Life skills Professional	\$2,500
*Club Sponsor (paid out in Dec./May)	\$250
*UIL Sponsor (paid out in May)	\$250 per event
*UIL Coordinator (paid out in Dec./May)	\$750
*UIL One Act Play	\$1,000
Yearbook, Cheerleader	\$1,200
MS- Assistant Band Directors	\$5,000
MS- Band Directors	\$7,000
<b>*Club and UIL Sponsors must have a minimum of 5 students participating</b>	

<b>High School Level</b>		
Department Heads [Core]		\$2,500
Dept. Heads [Electives, SPED, CTE, Fine Arts]		\$1,500
BAC/Life skills Professional		\$3,500
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 Sponsors (paid out in May)		\$250 per event
UIL Coordinator (paid out in Dec./May)		\$1,200
Pep squad		\$2,500
Yearbook, Debate, Newspaper		\$1,600
Cheer		\$7,000
Dance		\$7,000
HS- Assistant Band Directors		\$9,000
HS- Band Directors		\$15,000
District Mariachi Coordinator		\$10,000
<b>Career &amp; Technology Education (Competition Stipends)</b>		<b>Paid out in Dec./May</b>
Engineering		\$2,000
Cosmetology		\$600
Refinishing		\$600
Cyber/E-sports		\$2,000
Cyber/E-sports II		\$1,000
Cyber/E-sports III		\$500
Health Occupations Student of America (HOSA)		\$600
Future Farmers of America (FFA)		\$1,000
Culinary Arts		\$1,200
Audio/Video		\$1,000
Welding		\$1,000
HVAC		\$600
Business (DECA)		\$1,000
Business (DECA) II		\$600
Electrical Technology		\$600
Law Enforcement		\$1,200
Truancy Officer Mileage		\$1,200
<b>23-24 SY Accountability Performance Pay</b>		
Accountability A Rating		
Campus Based Employee:		\$500
<b>Average Daily Attendance Performance Pay</b>		
Campus ADA greater than or equal to 95%		
Campus Based Employee:		\$500
Campus ADA greater than or equal to 93%		
Campus Based Employee:		\$250
<b>*Club and UIL Sponsors must have a minimum of 5 students participating</b>		

2024-2025 Athletic Stipends			
Category	Assignment	Level	Stipend
<b>Middle School</b>			
	MS Athletic Coordinator	Junior High	1,000
	Basketball	Junior High	2,000
	Football	Junior High	2,750
	Soccer	Junior High	2,000
	Track	Junior High	2,000
	Baseball/Softball (Intramural Sports)	Junior High	500
	Volleyball	Junior High	2,000
<b>High School</b>			
	Summer Asst. (paid at the end of summer)	High School	2,560
	Asst. Athletic Trainer	High School	12,500
	Athletic Trainer	High School	13,500
<b>Year Round Sports</b>			
<b>Tennis</b>			
	Tennis - Asst	High School	5,000
	Tennis - Head	High School	6,500
<b>Golf</b>			
	Golf - Asst	High School	5,000
	Golf - Head	High School	6,500
<b>Fall Sports</b>			
<b>Cross Country(Fall)</b>			
	Cross Country - Asst	High School	5,000
	Cross Country - Head	High School	6,500
<b>Football (Fall)</b>			
	Football - Asst	High School	7,500
	Football Offensive Coordinator	High School	10,000
	Football Defensive Coordinator	High School	10,000
	Football - Head Coach	High School	15,000
<b>Volleyball (Fall)</b>			
	Volleyball - Asst	High School	5,500
	Volleyball - Head	High School	8,250
<b>Spring Sports</b>			
<b>Swimming (Spring)</b>			
	Swimming - Head	High School	6,500
<b>Basketball (Spring)</b>			
	Basketball - Asst	High School	5,500
	Basketball - Head	High School	8,250
<b>Soccer (Spring)</b>			
	Soccer - Asst.	High School	5,500
	Soccer - Head	High School	8,250
<b>Track &amp; Field (Spring)</b>			
	Track - Asst	High School	5,500
	Track - Head	High School	7,000
<b>Softball (Spring)</b>			
	Softball - Asst	High School	5,500
	Softball - Head	High School	8,250
<b>Baseball (Spring)</b>			
	Baseball - Asst	High School	5,500
	Baseball - Head	High School	8,250
<b>Powerlifting (Spring)</b>			
	Powerlifting - Asst	High School	5,000
	Powerlifting - Head	High School	5,500

<b>Other Salary/ Duties 2024-2025</b>	<b>Current</b>
Saturday School, Tutorials, Part-Time Tutors (Certified)	\$40 hourly
Professional Development and Curriculum Writing	\$30 hourly
Avid Tutor, LSSP Interns, Temporary Teachers/Professionals (Degreed), Part-Time Tutors (Non-Certified)	\$25 hourly
Temporary Teachers/Temporary Professionals (Non-Degreed)	\$20 hourly
Temporary Clerical, Aides, Part-Time PK Classroom Monitors/Floaters, Temporary Technician, Part-Time Intramural Aide	\$15 hourly
Temporary Assistant Principal	\$30 hourly
Part-Time Parent Liaisons	\$16 hourly
Part-Time Certified Peace Officer	\$30 hourly
Student Intern Workers	\$8 hourly
Summer School Food Service Worker and Bus Aide	\$15 hourly
Summer School Cafeteria Manager and Bus Driver	Hourly Pay
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
Summer School Certified Teacher, Social Worker, Registered Nurse and Counselor	\$40 hourly
Summer School Certified Teacher (Secondary Math and Science, Bilingual and Special Education)	\$45 hourly
Summer School Certified Campus Administrator	\$50 Hourly
Summer School Coordinator	\$60 hourly
Student Teacher Intern	\$25,000 annually
CDL License	\$25 per round trip
<b>Substitute Pay Plan 2024-2025</b>	<b>Current</b>
Principal	\$295 daily
Assistant Principal	\$240 daily
Non-Degreed (Teacher)	\$100 daily
Degree without teaching certificate	\$110 daily
Degree with teaching certificate	\$120 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
Substitute Bus Driver	\$12.75 hourly
Substitute Bus Aide	\$9.50 hourly
Substitute Custodian/ Food Service Worker	\$9.50 hourly
Substitute Nurse (RN)	\$100 daily
Substitute Nurse Aide	\$65 daily

<b>2024-2025 Police Department Certification Pay</b>	
<b>TCOLE Certification - Certified Peace Officer</b>	<b>Certification Pay (paid after 1 full year of employment at the end of the year)</b>
Intermediate Peace Officer	\$1,500
Advance Peace Officer	\$3,000
Master Peace Officer	\$4,500
Firearms or Basic Instructor, Mental Health Officer	\$250
<b>TCOLE Certification - Dispatcher</b>	<b>Certification Pay (paid after 1 full year of employment at the end of the year)</b>
Intermediate Dispatcher Proficiency	\$250
Advance Dispatcher Proficiency	\$500
Master Dispatcher Proficiency	\$750
<b>Degree</b>	<b>Certification Pay (paid after 1 full year of employment at the end of the year)</b>
Associates	\$250
Bachelors	\$500
Masters	\$750

<b>2024-2025 Athletic Workers Pay Scale</b>		
<b>HS Football</b>	<b>Per Game</b>	
Validator	\$50	
Announcer*	\$55	
Time Keeper*	\$50	
25 Second Clock*	\$45	
Stats*	\$75	
Chain Crew*	\$45	
<b>HS Football 9/JV, Volleyball, Basketball, Soccer</b>	<b>Game 1</b>	<b>Game 2</b>
Validator	\$45	\$30
Announcer/Time Keeper*	\$40	\$30
Scorer/Book*	\$40	\$30
<b>HS Baseball, Softball</b>	<b>Game 1</b>	<b>Game 2</b>
Validator	\$45	\$30
Announcer/Score Keeper*	\$45	\$35
Pitch Count*	\$35	\$25
<b>HS Track</b>	<b>Per Game</b>	
Validator	\$50	
Track Starter	\$150	
<b>HS Tournaments</b>	<b>Per Game</b>	
Validator	\$40	
Announcer/Time Keeper*	\$45	
Scorer/Book*	\$35	

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

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

<b>Playoff</b>	<b>Per Game</b>
Workers	\$50

<b>District Track Meet</b>	
Validator	\$75 -half day
Announcer	\$75
Starter	\$500
Assistant Starter	\$400

\*Varsity games only

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