



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: June 25th, 2020

Purpose: Presentation/Report Recognition Discussion/ Possible Action

Closed/Executive Session Work Session Discussion Only Consent

From: Jeff Baum, Consultant

Item Title: Discussion and Possible Action to Approve the 2020-2021 Compensation Plan

Description: The Board will receive a presentation on the 2020-2021 Compensation Plan from Luz Cadena of the Texas Association of School Boards. At some point following the presentation and associated discussion, the Board will be asked to take action on the plan.

Historical Data: The Board approves the District's Compensation Plan on an annual basis. It has been the long-standing practice of the District to allow a TASB consultant to report to the Board on market conditions relating to the District's Compensation Plan.

Recommendation: That the Board approve the 2020-2021 Compensation Plan

District Goal/Strategy:

Strategy 3 We will develop a strong support system which will provide meaningful and innovative instruction that promotes critical thinking and problem solving.
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Funding Budget Code and Amount:

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

CFO Funding Approval:

Superintendent:

Pay Systems Review Draft

**South San Antonio
Independent School District**

June 9, 2020

Luz Cadena

South San Antonio ISD
Market Districts 2019-2020

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher & Exempt	Nonexempt
1	Alamo Heights ISD	20	4,908	662	5A	X	X
2	East Central ISD	20	10,029	1,317	6A	X	
3	Edgewood ISD-Bexar County	20	9,888	1,552	5A	X	X
4	Harlandale ISD	20	13,408	2,161	5A	X	X
5	Judson ISD	20	23,500	3,286	6A	X	X
6	North East ISD	20	64,516	10,801	6A	X	X
7	Northside ISD-Bexar County	20	106,982	15,038	6A	X	X
8	San Antonio ISD	20	47,933	7,396	5A	X	X
9	Somerset ISD	20	4,150	641	5A	X	X
10	Southside ISD	20	5,660	631	5A	**	
11	Southwest ISD	20	13,733	1,875	5A	X	
South San Antonio ISD		20	8,465	1,354	6A	11	8

** District did not participate in survey. Teacher schedules collected from the district.

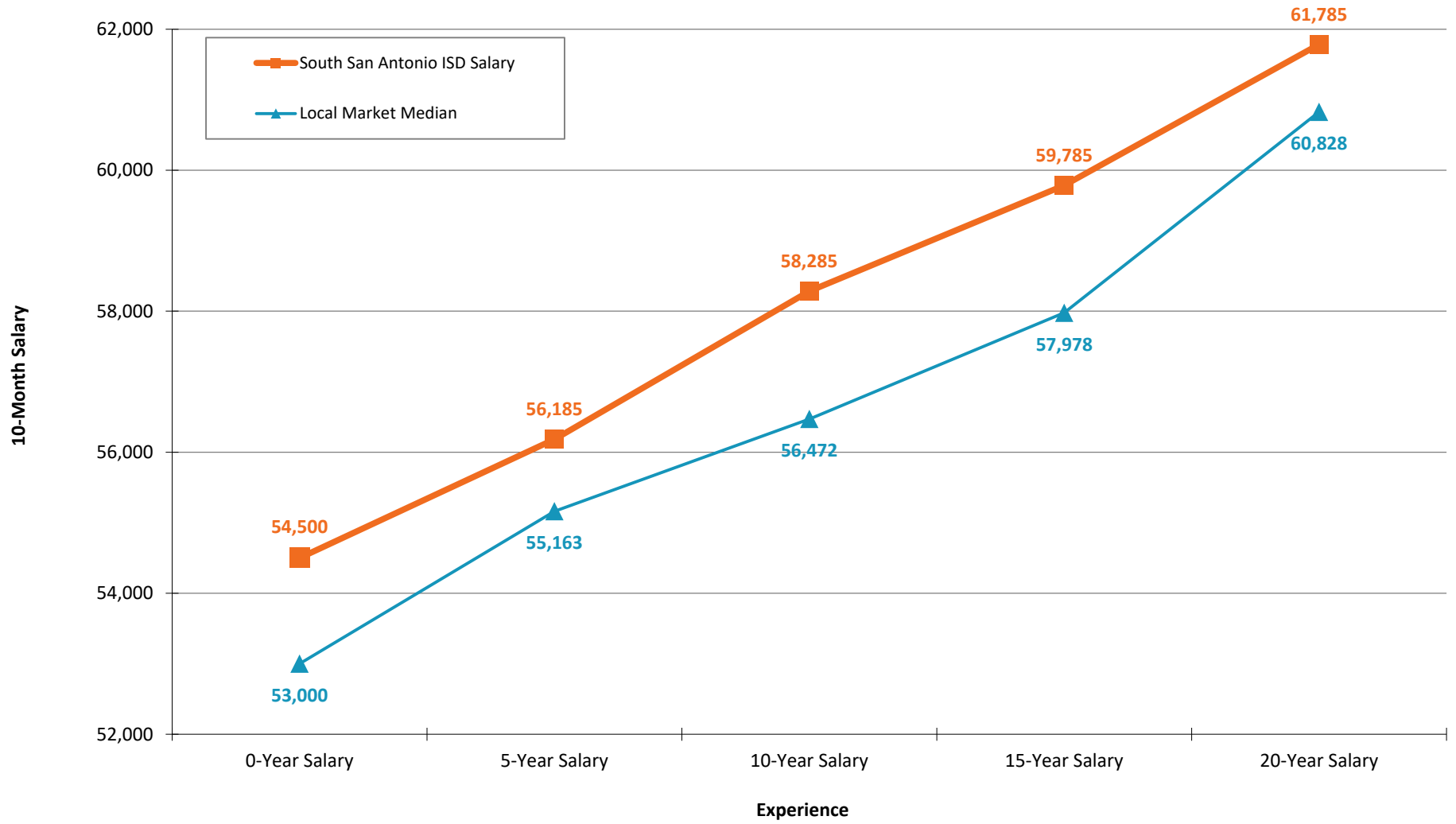
South San Antonio ISD
Teacher Salary Plan Comparisons, 2019-2020

District		Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1	Northside ISD-Bexar County	106,982	7,039	\$55,445	\$57,120	\$59,295	\$60,970	\$62,990	\$60,135	30	4.6%
2	Southwest ISD	13,733	915	\$54,625	\$55,925	\$57,575	\$60,475	\$63,475	\$58,867	32	3.5%
3	Southside ISD**	5,660	360	\$54,500	\$57,028	\$59,148	\$61,798	\$64,501		27	
4	Harlandale ISD	13,408	973	\$54,150	\$55,411	\$58,160	\$59,525	\$61,999	\$60,563	30	4.0%
5	San Antonio ISD	47,933	3,107	\$53,400	\$54,685	\$55,477	\$56,803	\$58,148	\$56,571	28	3.5%
6	Edgewood ISD-Bexar County	9,888	640	\$53,000	\$55,163	\$56,472	\$57,787	\$59,511	\$57,339	30	3.0%
7	North East ISD	64,516	4,136	\$53,000	\$53,738	\$55,678	\$57,978	\$60,828	\$57,135	25	3.0%
8	Alamo Heights ISD	4,908	357	\$52,950	\$54,187	\$56,350	\$57,586	\$58,662	\$59,804	25	3.0%
9	Judson ISD	23,500	1,607	\$52,000	\$53,180	\$54,280	\$55,880	\$57,480	\$54,280	41	3.5%
10	Somerset ISD	4,150	278	\$52,000	\$52,950	\$53,950	\$56,726	\$62,038	\$55,665	28	6.6%
11	East Central ISD	10,029	605	\$51,500	\$55,285	\$57,850	\$58,690	\$60,460	\$56,979	25	
South San Antonio ISD		8,465	550	\$54,500	\$56,185	\$58,285	\$59,785	\$61,785	\$58,680	25	5.5%
25th Percentile				\$52,475	\$53,963	\$55,578	\$57,195	\$59,087	\$56,673	26	3.0%
Median				\$53,000	\$55,163	\$56,472	\$57,978	\$60,828	\$57,237	28	3.5%
75th Percentile				\$54,325	\$55,668	\$58,005	\$60,000	\$62,514	\$59,570	30	4.0%
Comparison to Median				103%	102%	103%	103%	102%	103%		
Dollar Difference				\$1,500	\$1,022	\$1,813	\$1,807	\$957	\$1,443		

Footnotes:

** District did not participate in survey. Teacher schedules collected from the district.

Teacher Salary Plan, 2019-2020 Market Comparison



South San Antonio ISD
Teacher Stipend Comparisons, 2019-2020

District	Student Enrollment	Master's Degree	Subject-Area Master's	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL	National Board Certification	Campus Assignment
1 Alamo Heights ISD	4,908	\$400	\$1,800								
2 East Central ISD	10,029	\$1,800					\$2,500	\$2,500			
3 Edgewood ISD-Bexar County	9,888	\$1,523		\$1,500	\$1,500	\$1,500	\$3,000	\$3,000	\$1,500		
4 Harlandale ISD	13,408	\$1,000		\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000		
5 Judson ISD	23,500	\$1,500		\$1,500	\$1,500	\$2,000	\$2,300	\$2,000	\$1,000		\$1,000
6 North East ISD	64,516	\$800	\$1,800					\$3,000	\$1,500	\$2,000	
7 Northside ISD-Bexar County	106,982	\$1,500		\$500	\$500	\$500	\$2,000	\$3,000	\$1,500		
8 San Antonio ISD	47,933	\$2,000		\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000		
9 Somerset ISD	4,150	\$1,500		\$2,000	\$1,000		\$1,000	\$2,000	\$2,000		
10 Southwest ISD	13,733	\$1,500					\$1,000	\$2,000			
South San Antonio ISD	8,465	\$1,500	\$2,300	\$2,000	\$2,000	\$2,000	\$2,300	\$2,000	\$1,200		
Median Stipend		\$1,500	\$1,800	\$1,750	\$1,500	\$2,000	\$2,000	\$2,000	\$1,500	\$2,000	\$1,000
Average Stipend		\$1,352	\$1,800	\$1,583	\$1,417	\$1,600	\$1,975	\$2,389	\$1,643	\$2,000	\$1,000
Count		10	2	6	6	5	8	9	7	1	1

Footnotes:

Special Education General/Resource:

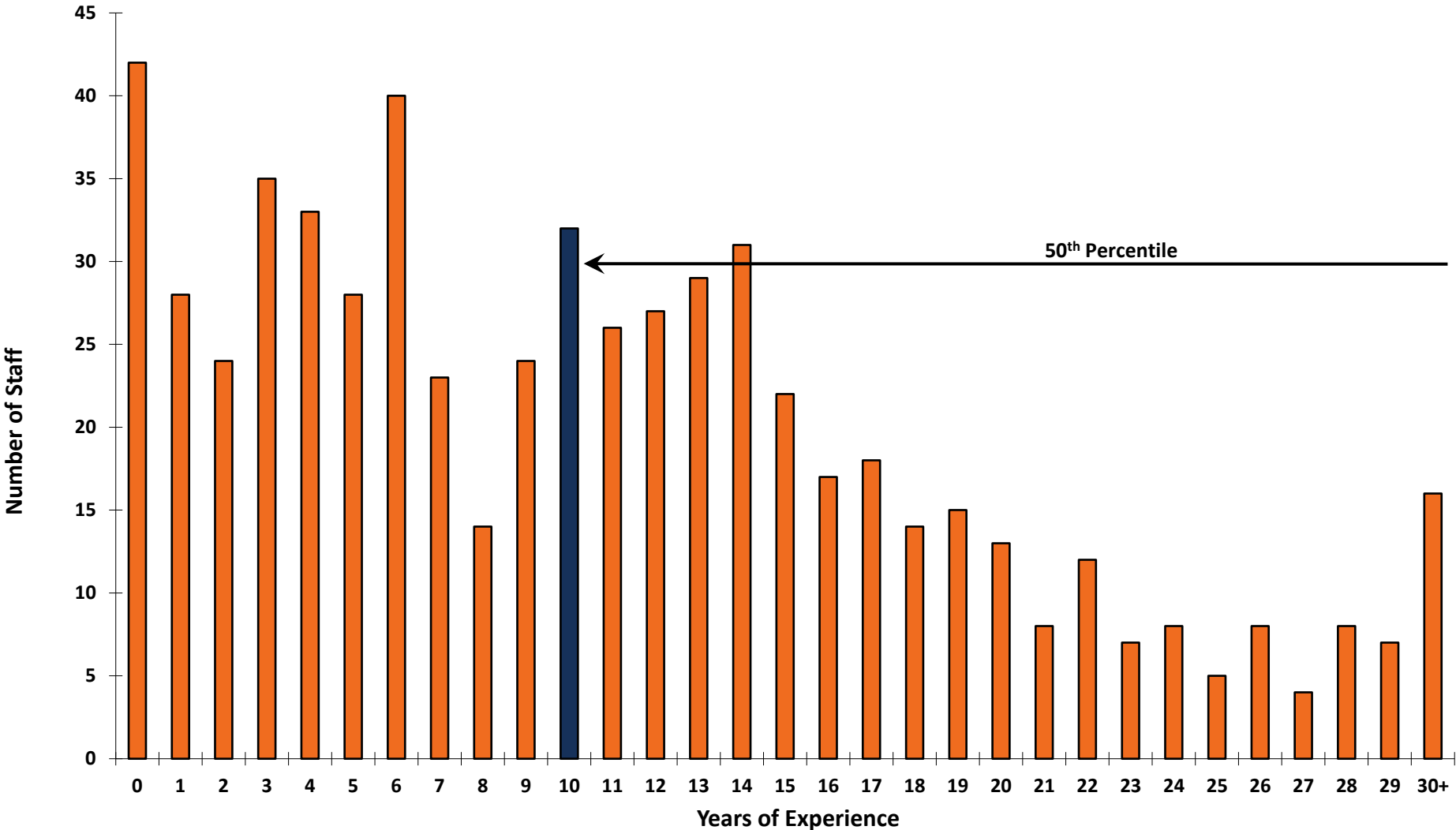
- Judson ISD - INCLUSION OR COTEACH
- Northside ISD-Bexar County - hard-to-staff stipend
- South San Antonio ISD - Inclusion support

Special Education Self-Contained:

- Edgewood ISD-Bexar County - BD/Life
- Judson ISD - LS, PPCD, APPLE, BAC, RESOURCE
- Northside ISD-Bexar County - ALE, BMC and Autism
- San Antonio ISD - ACE, BAC, PPCD, DSP, VI
- Somerset ISD - Life Skills
- South San Antonio ISD - Life Skills, Behavior Unit

Distribution of Total Experience - Teachers, Librarians, and Nurses (RN), 2019-2020

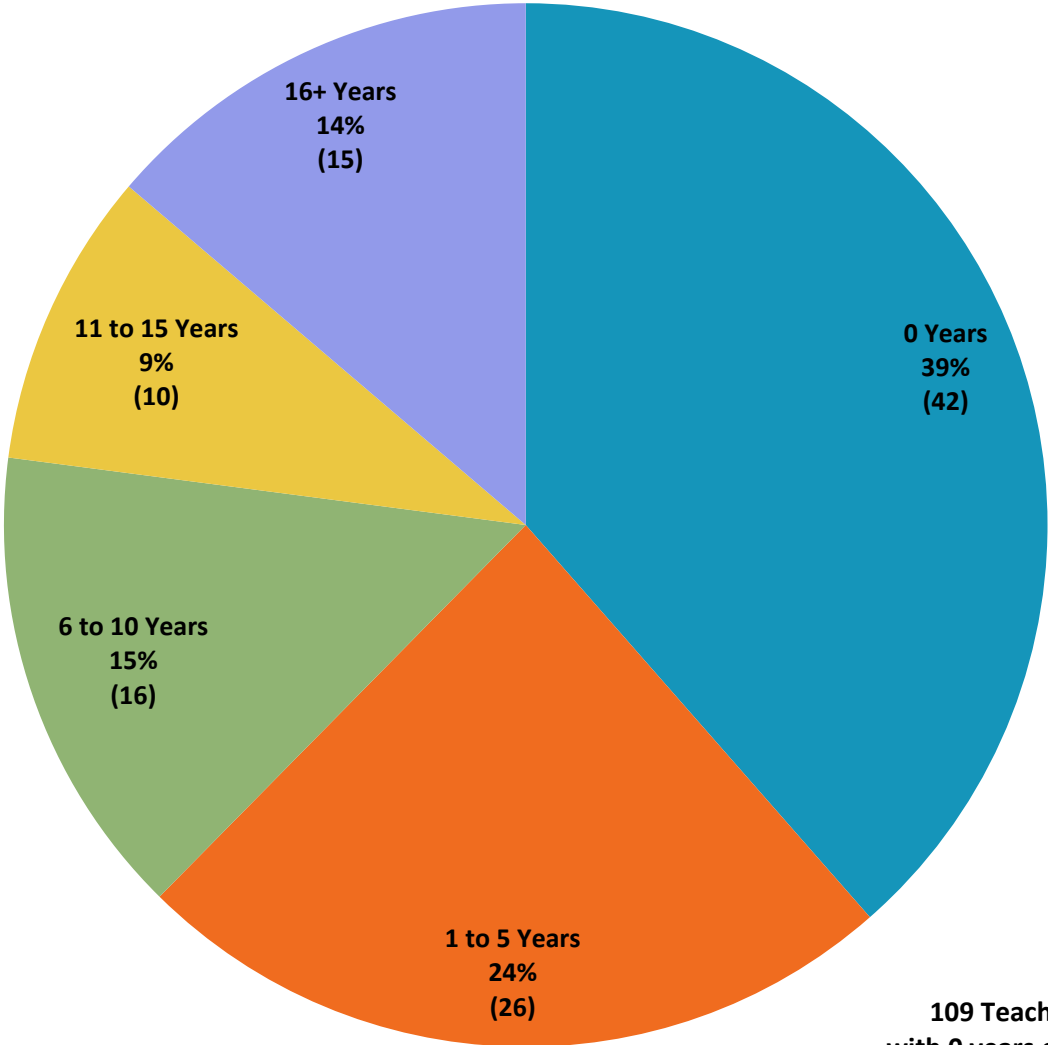
South San Antonio ISD



618 Teachers, Librarians, and Nurses (RN)

Total Experience of Newly Hired Teachers, Librarians, and Nurses (RN), 2019-2020

South San Antonio ISD



**109 Teachers, Librarians, and Nurses (RN)
with 0 years of local experience in 2019-2020**

Teachers, Librarians, and Nurses (RN) Salary Plan Development

South San Antonio ISD

Model 1: \$55,300 starting, 2.0% GPI

2019-2020 Years of Exp	2019-2020 New Hire Salary	2.0% General Pay Increase	Additional Adjustment	=	2020-2021 Years of Exp	2020-2021 Proposed New Hire Salary
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					0	\$55,300	
0	\$54,500	+	\$1,150	+	=	1	\$55,650
1	\$54,850	+	\$1,150	+	=	2	\$56,000
2	\$55,350	+	\$1,150	+	=	3	\$56,500
3	\$55,735	+	\$1,150	+	=	4	\$56,885
4	\$55,985	+	\$1,150	+	=	5	\$57,135
5	\$56,185	+	\$1,150	+	=	6	\$57,335
6	\$56,985	+	\$1,150	+	=	7	\$58,135
7	\$57,385	+	\$1,150	+	=	8	\$58,535
8	\$57,685	+	\$1,150	+	=	9	\$58,835
9	\$57,985	+	\$1,150	+	=	10	\$59,135
10	\$58,285	+	\$1,150	+	=	11	\$59,435
11	\$58,585	+	\$1,150	+	=	12	\$59,735
12	\$58,885	+	\$1,150	+	=	13	\$60,035
13	\$59,185	+	\$1,150	+	=	14	\$60,335
14	\$59,485	+	\$1,150	+	=	15	\$60,635
15	\$59,785	+	\$1,150	+	=	16	\$60,935
16	\$60,185	+	\$1,150	+	=	17	\$61,335
17	\$60,885	+	\$1,150	+	=	18	\$62,035
18	\$61,185	+	\$1,150	+	=	19	\$62,335
19	\$61,485	+	\$1,150	+	=	20	\$62,635
20	\$61,785	+	\$1,150	+	=	21	\$62,935
21	\$62,285	+	\$1,150	+	=	22	\$63,435
22	\$62,885	+	\$1,150	+	=	23	\$64,035
23	\$63,185	+	\$1,150	+	=	24	\$64,335
24	\$63,685	+	\$1,150	+	=	25+	\$64,835
25+	\$64,585						

Current Market Median		
Value	Compare Before	Compare After

0 Years

53,000	103%	104%
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5 Years

55,163	102%	104%
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10 Years

56,472	103%	105%
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15 Years

57,978	103%	105%
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20 Years

60,828	102%	103%
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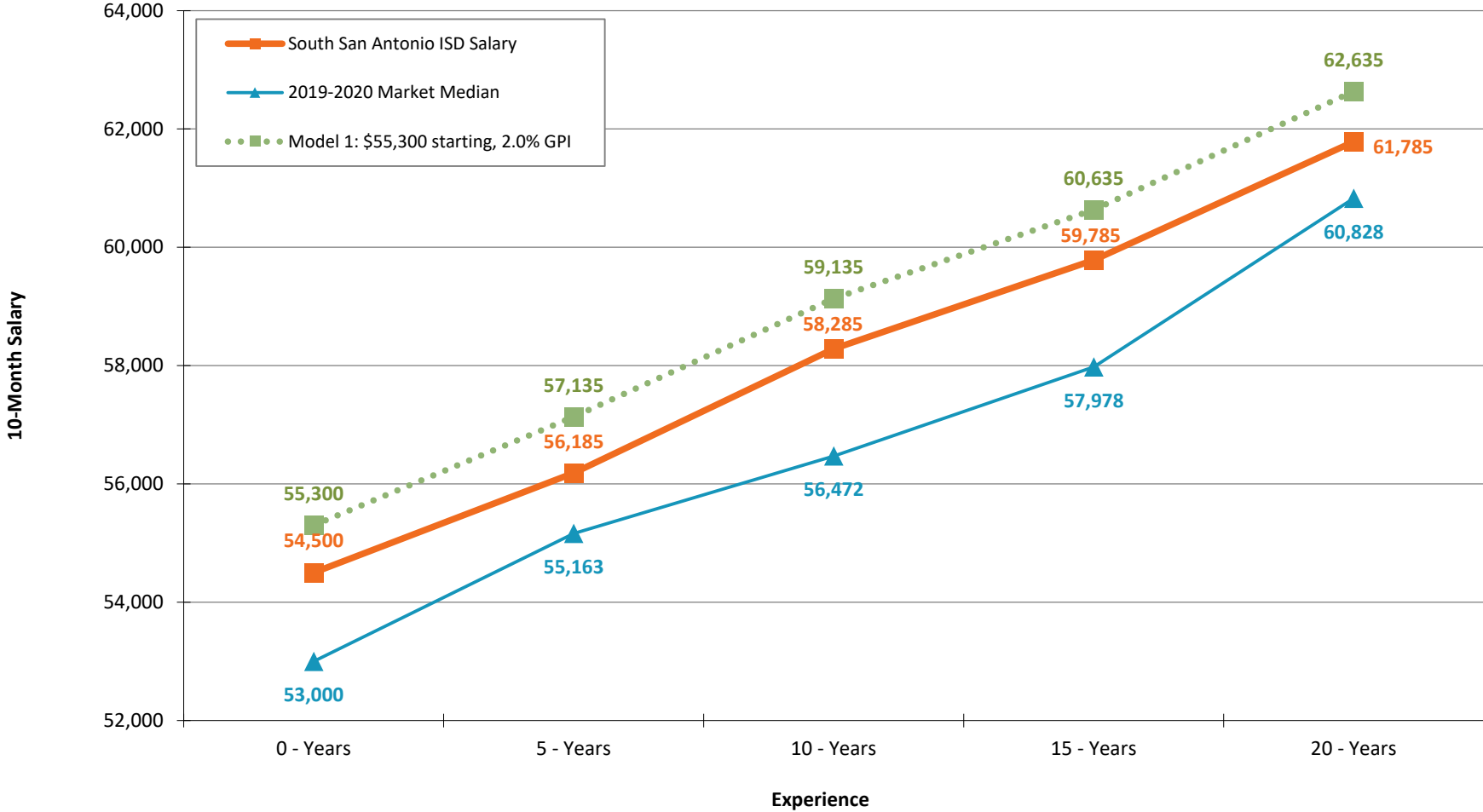
Exp Diff

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General pay increase is applied to the market median salary (\$57,237).

Pay Range Minimum	\$55,300	Pay Range Maximum	\$75,500
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Teacher Salary Plan 2019-2020 Market Comparison
Model 1: \$55,300 starting, 2.0% GPI



Teachers, Librarians, and Nurses (RN) Salary Plan Development
South San Antonio ISD
 Model 3: \$54,750 starting, 1.0% GPI

2019-2020 Years of Exp	2019-2020 New Hire Salary	1.0% General Pay Increase	+	Additional Adjustment	=	2020-2021 Years of Exp	2020-2021 Proposed New Hire Salary
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						0	→ \$54,750	
0	→ \$54,500	+	\$600	+	=	1	\$55,100	
1	\$54,850	+	\$600	+	=	2	\$55,450	
2	\$55,350	+	\$600	+	=	3	\$55,950	
3	\$55,735	+	\$600	+	=	4	\$56,335	
4	\$55,985	+	\$600	+	=	5	\$56,585	
5	\$56,185	+	\$600	+	\$200	=	6	\$56,985
6	\$56,985	+	\$600	+	=	7	\$57,585	
7	\$57,385	+	\$600	+	=	8	\$57,985	
8	\$57,685	+	\$600	+	=	9	\$58,285	
9	\$57,985	+	\$600	+	=	10	\$58,585	
10	\$58,285	+	\$600	+	=	11	\$58,885	
11	\$58,585	+	\$600	+	=	12	\$59,185	
12	\$58,885	+	\$600	+	=	13	\$59,485	
13	\$59,185	+	\$600	+	=	14	\$59,785	
14	\$59,485	+	\$600	+	=	15	\$60,085	
15	\$59,785	+	\$600	+	=	16	\$60,385	
16	\$60,185	+	\$600	+	\$100	=	17	\$60,885
17	\$60,885	+	\$600	+	=	18	\$61,485	
18	\$61,185	+	\$600	+	=	19	\$61,785	
19	\$61,485	+	\$600	+	=	20	\$62,085	
20	\$61,785	+	\$600	+	=	21	\$62,385	
21	\$62,285	+	\$600	+	=	22	\$62,885	
22	\$62,885	+	\$600	+	=	23	\$63,485	
23	\$63,185	+	\$600	+	=	24	\$63,785	
24	\$63,685	+	\$600	+	\$300	=	25+	\$64,585
25+	\$64,585							

Current Market Median			Exp Diff
Value	Compare Before	Compare After	

0 Years

53,000	103%	103%
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5 Years

55,163	102%	103%
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10 Years

56,472	103%	104%
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15 Years

57,978	103%	104%
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20 Years

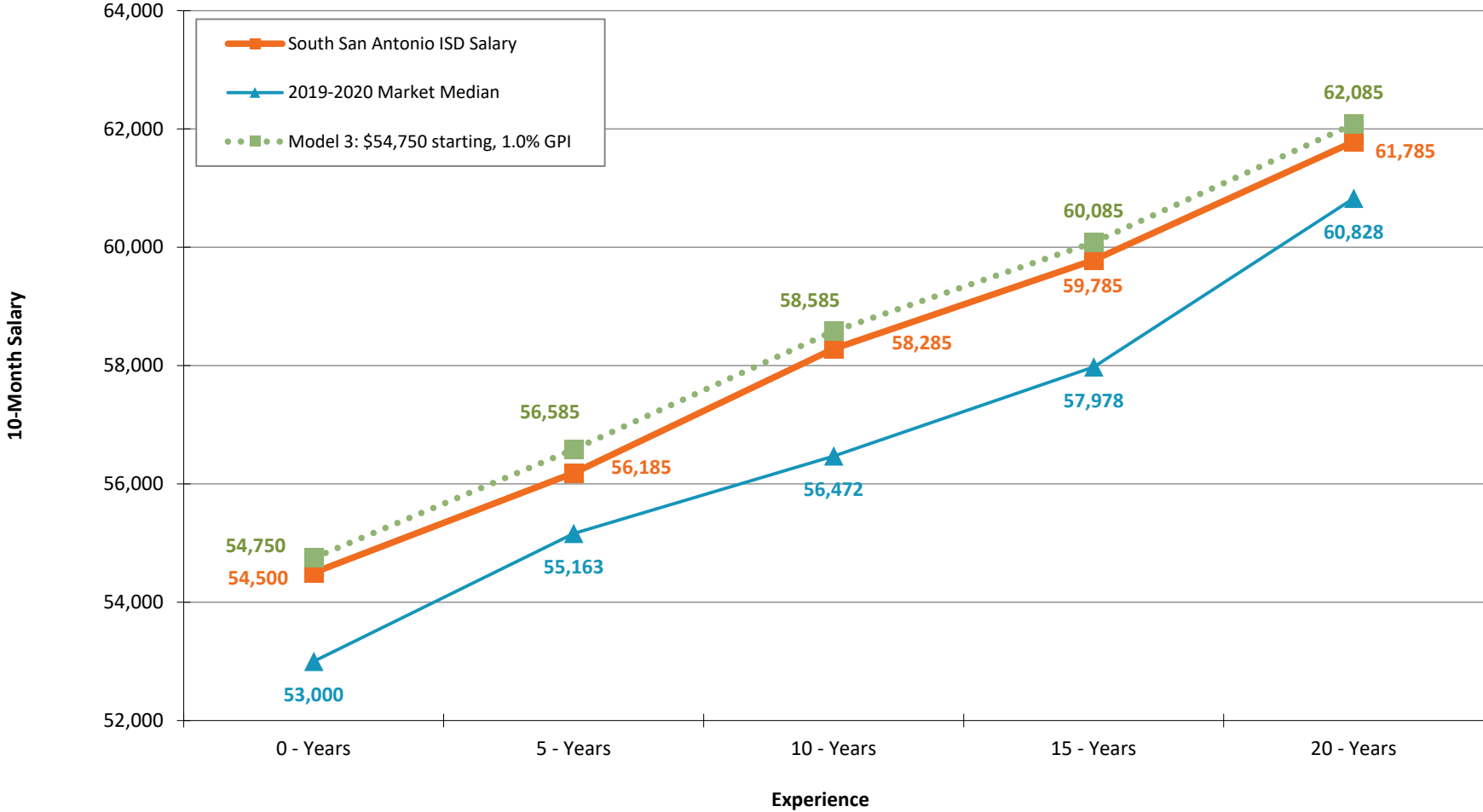
60,828	102%	102%
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800

General pay increase is applied to the market median salary (\$57,237).

Pay Range Minimum	\$54,750	Pay Range Maximum	\$75,500
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**Teacher Salary Plan 2019-2020 Market Comparison
Model 3: \$54,750 starting, 1.0% GPI**



South San Antonio ISD

Exempt Market - Salary Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Central Administration

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Salary	2019-2020 District Salary	2019-2020 District Salary Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market	
1	Assistant Director - Athletics	Coordinator, Asst Athletic/PE	M	4	\$87,069	\$89,855	103%	\$86,384	99%	
2	Chief Academic Officer	Chief Academic Officer	S	19	\$135,000	\$148,113	110%	\$128,153	95%	
3	Chief Financial Officer	Chief Financial Officer	S	23	\$138,019	\$139,999	101%	\$128,153	93%	
4	Communications Officer	Community Relations Officer	M	6	\$84,706	\$85,666	101%	\$86,542	102%	
5	Director of Athletics (Non-Coaching)	Director, Athletic Program	M	7	\$103,230	\$92,784	90%	\$97,238	94%	
6	Director of Child Nutrition	Director, Child Nutrition	M	5	\$94,530	\$98,590	104%	\$97,238	103%	
7	Director of Curriculum/Instruction	Exec Director, C&I	S	16	\$111,949	\$105,578	94%	\$113,410	101%	
8	Director of Guidance & Counseling	Coordinator, Guidance & Counseling	S	11	\$87,613	\$86,520	99%	\$81,643	93%	
9	Director of Human Resources	Director, HR	S	13	\$101,707	\$105,492	104%	\$104,045	102%	
10	Director of Maintenance	Director, Facilities	S	16	\$95,093	\$108,254	114%	\$97,238	102%	
11	Director of Payroll	Director, Payroll	S	4	\$92,639	\$94,063	102%	\$97,238	105%	
12	Director of Professional Development	Director, Teaching & Learning	M	5	\$95,916	\$96,857	101%	\$97,238	101%	
13	Director of Purchasing	Director, Purchasing	S	11	\$84,892	\$86,520	102%	\$97,238	115%	
14	Director of Research, Evaluation, & Accountability	Director, Research Evaluation	S	8	\$98,560	\$95,000	96%	\$97,238	99%	
15	Director of Special Education	Director, Special Education	M	6	\$94,097	\$92,470	98%	\$104,045	111%	
16	Director of Student Services	Exec Director, Student Support Services	S	8	\$102,066	\$104,503	102%	\$97,238	95%	
17	Director of Transportation	Director, Transportation	M	6	\$88,729	\$79,735	90%	\$97,238	110%	
18	Federal Programs Administrator	Director, Federal & State Program	S	13	\$98,530	\$94,644	96%	\$104,045	106%	
District Comparison to Market							2019-2020 Pay	100%	Plan	101%

Notes

- M** Market salary is median of reporting comparison districts
- S** Market salary is median of statewide responses for student enrollment of 7,500 to 9,999

Summary of Pay Comparisons to Market	Above (Over 110%)	1
	At market (90% - 110%)	17
	Below (Less than 90%)	-

South San Antonio ISD

Exempt Market - Salary Comparisons, 2019-2020

Campus Administration

Positions Sorted by Benchmark Position

Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Salary	2019-2020 District Salary	2019-2020 District Salary Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market	
1 Assistant Principal - ES	Asst Principal, ES	M	9	\$71,013	\$66,982	94%	\$71,397	101%	
2 Assistant Principal - HS	Asst Principal, HS	M	8	\$79,027	\$72,452	92%	\$80,268	102%	
3 Assistant Principal - MS	Asst Principal, MS	M	9	\$73,454	\$65,012	89%	\$71,397	97%	
4 Principal - ES	Principal, ES	M	9	\$88,161	\$86,784	98%	\$87,109	99%	
5 Principal - HS	Exec Principal, Early College & High School	M	9	\$116,150	\$117,224	101%	\$113,410	98%	
6 Principal - MS	Principal, MS	M	9	\$96,114	\$88,136	92%	\$97,976	102%	
7 School Counselor - ES	Counselor, ES	M	9	\$65,110	\$61,128	94%	\$63,614	98%	
8 School Counselor - HS	Counselor, HS	M	9	\$69,204	\$69,236	100%	\$68,716	99%	
9 School Counselor - MS	Counselor, MS	M	9	\$67,367	\$63,295	94%	\$67,356	100%	
District Comparison to Market						2019-2020 Pay	95%	Plan	100%

Notes

M Market salary is median of reporting comparison districts

Summary of Pay Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	8
Below (Less than 90%)	1

Benchmark Position	Market Days	District Days	Daily Rate Compared to Market
Assistant Principal - ES	207	198	99%
Assistant Principal - MS	207	198	93%
Principal - HS	226	240	95%
Principal - MS	216	226	88%

South San Antonio ISD

Exempt Market - Salary Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Professional

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Salary	2019-2020 District Salary	2019-2020 District Salary Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market
1	Accountant (Degreed)	General Accountant	C	6	\$64,178	\$86,952	135%	\$61,851	96%
2	Agriculture Science Teacher	CTE Agricultural Science	M	7	\$66,080	\$59,285	90%	\$59,543	90%
3	Athletic Trainer	Athletic Trainer	M	9	\$70,487	\$61,497	87%	\$63,614	90%
4	Behavior Specialist	Behavior Specialist	M	5	\$64,318	\$67,030	104%	\$74,642	116%
5	Head Football Coach	Head Football Coach/Athl Coord	M	9	\$93,512	\$98,314	105%	\$86,961	93%
6	High School Band Director	Band Director	M	9	\$73,172	\$73,985	101%	\$72,592	99%
7	Instructional Coach (Campus Level)	Instructional Coach-Es	M	8	\$63,761	\$66,591	104%	\$66,866	105%
8	Instructional Coordinator	Facilitator (various PG 2)	M	8	\$79,206	\$75,495	95%	\$76,881	97%
9	Instructional Technology Specialist	Coordinator, Instructional Technology/Media	M	7	\$67,763	\$78,854	116%	\$86,542	128%
10	Librarian	Librarian	M	9	\$63,299	\$65,115	103%	\$61,453	97%
11	Licensed Specialist in School Psychology	LSSP	M	9	\$67,094	\$62,711	93%	\$72,839	109%
12	Nurse (RN)	Nurse	C	8	\$60,083	\$58,387	97%	\$60,498	101%
13	ROTC Instructor	Jrotc Assistant	M	9	\$72,458	\$57,938	80%	\$73,889	102%

South San Antonio ISD

Exempt Market - Salary Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Professional

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Salary	2019-2020 District Salary	2019-2020 District Salary Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market	
14	Speech-Language Pathologist	Pathologist Speech Language	M	9	\$64,483	\$73,151	113%	\$63,614	99%	
15	Speech-Language Pathology Assistant	Speech Language Pathologist, Asst	M	7	\$59,130	\$53,542	91%	\$55,077	93%	
District Comparison to Market							2019-2020 Pay	101%	Plan	101%

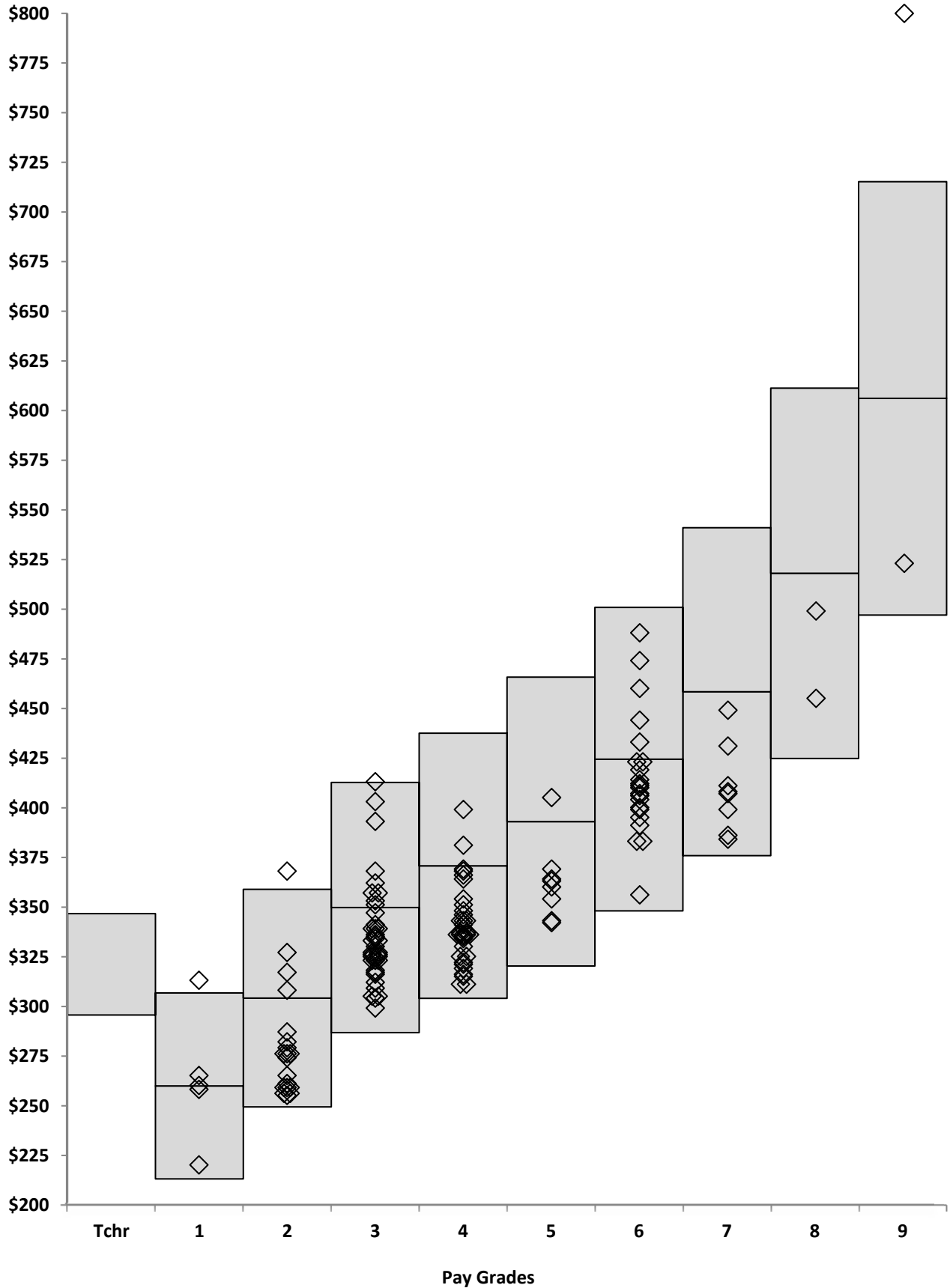
Notes

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets

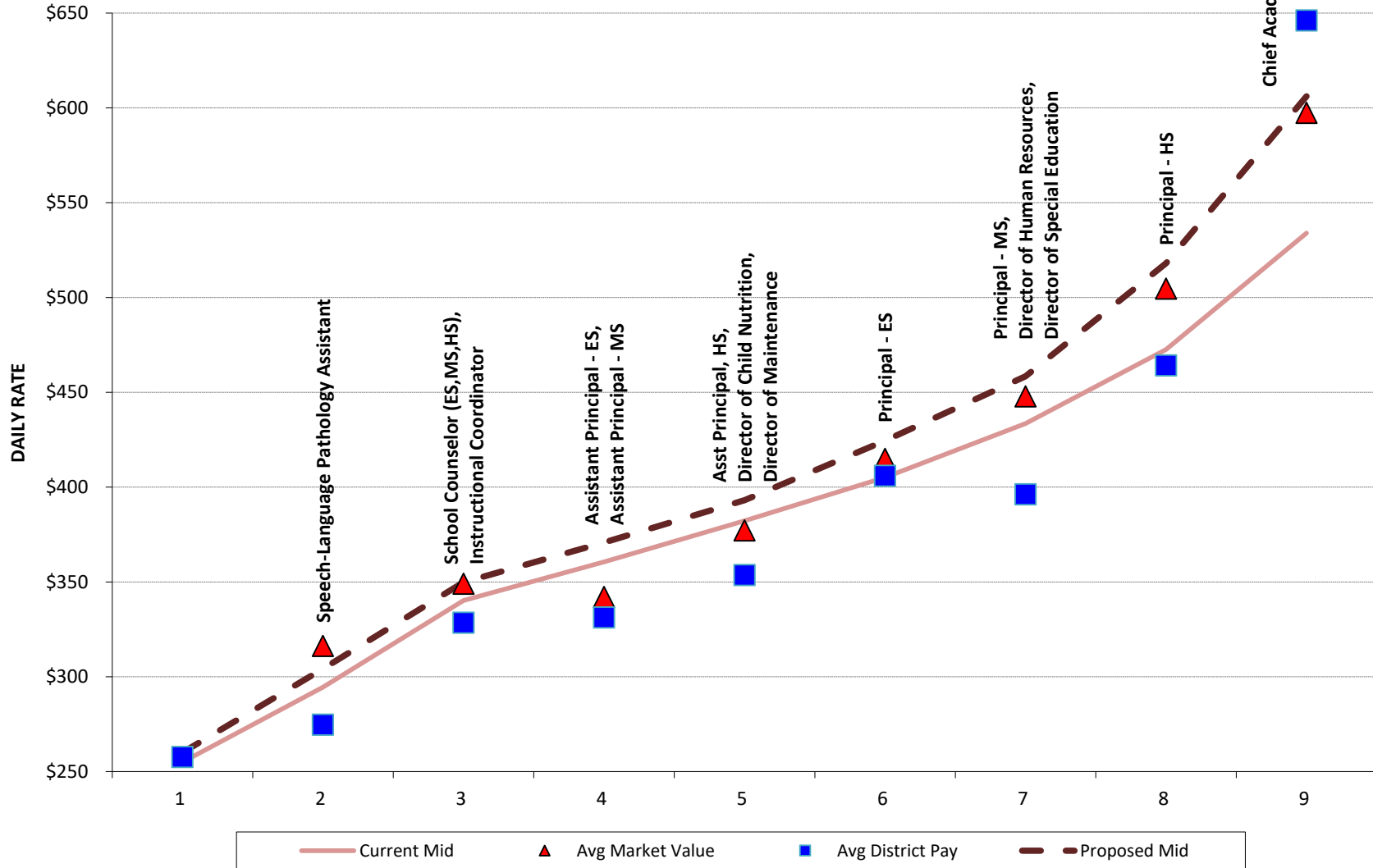
Summary of Pay Comparisons to Market	
Above (Over 110%)	3
At market (90% - 110%)	10
Below (Less than 90%)	2

Benchmark Position	Market Days	District Days	Daily Rate Compared to Market
Agriculture Science Teacher	226	187	108%
Athletic Trainer	202	187	94%
Behavior Specialist	197	208	99%
Instructional Coach (Campus Level)	197	210	98%
Instructional Coordinator	226	240	90%
Instructional Technology Specialist	216	240	105%
IT Coordinator/Manager	226	240	61%
Network Administrator	230	240	92%
Police Lieutenant	230	240	77%
ROTC Instructor	215	226	76%

Proposed Pay vs. Proposed Structure - Administrative & Professional
 South San Antonio ISD

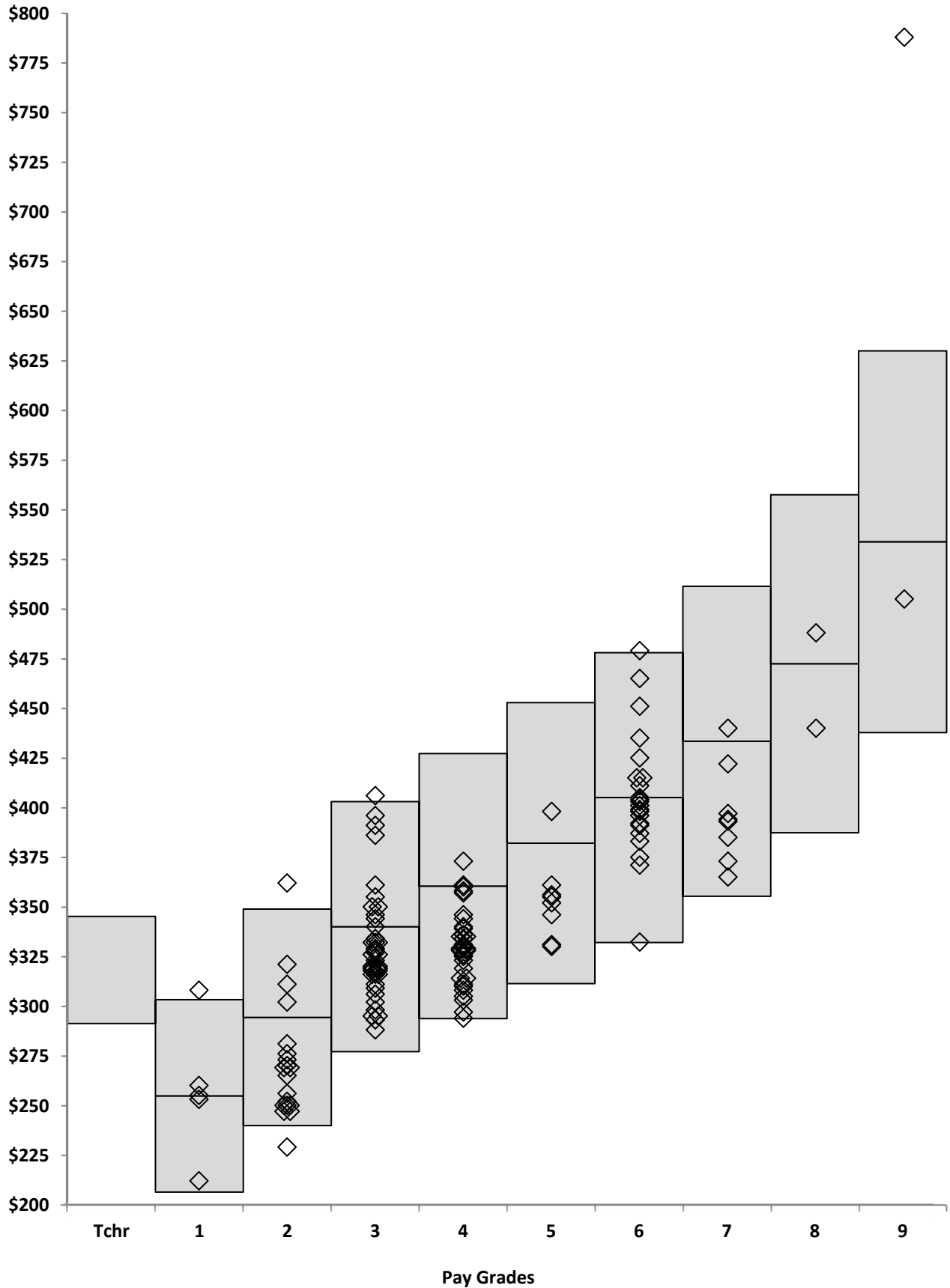


Structure Development
South San Antonio ISD
 Administrative & Professional



Current Pay vs. Current Structure - Administrative & Professional

South San Antonio ISD



2020-2021 Proposed Administrative & Professional Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Facilitator Testing	240	Daily	\$213.20	\$260.00	\$306.80
	1	Head Start Readiness Mentor	210	210 Days	44,772	54,600	64,428
	1	Specialist, ERSEA	226	215 Days	45,838	55,900	65,962
	1	Truancy Attendance Officer	215, 226	226 Days	48,183	58,760	69,337
				240 Days	51,168	62,400	73,632
2							
	2	Coordinator, HS Testing	226	Daily	\$249.44	\$304.20	\$358.96
	2	Facilitator, Dual Credit	202	187 Days	46,645	56,885	67,126
	2	Facilitator, Head Start Family Services	210	202 Days	50,387	61,448	72,510
	2	General Accountant	240	210 Days	52,382	63,882	75,382
	2	Mentor, Head Start Readiness	210	226 Days	56,373	68,749	81,125
	2	Speech Language Pathologist, Asst	187	240 Days	59,866	73,008	86,150
3							
	3	Athletic Trainer	187	Daily	\$286.86	\$349.83	\$412.80
	3	College Advisor	226	187 Days	53,643	65,418	77,194
	3	Coordinator, Guidance & Counseling	240	198 Days	56,798	69,266	81,734
	3	Coordinator, Facilities	240	202 Days	57,946	70,666	83,386
	3	Coordinator, Gear Up Mentoring	226	210 Days	60,241	73,464	86,688
	3	Coordinator, Head Start Family Services	202	226 Days	64,830	79,062	93,293
	3	Counselor, ES	187	240 Days	68,846	83,959	99,072
	3	Counselor, HS	202, 226				
	3	Counselor, MS	198				
	3	Facilitator, Bilingual/ESL	226				
	3	Facilitator, Instructional	226				
	3	Facilitator, Special Ed	226				
	3	Facilitator, Special ED ARD/In	187				
	3	Response To Intervention (RTI)	210				
4							
	4	Assist Director, Child Nutrition	240	Daily	\$304.07	\$370.82	\$437.57
	4	Asst Principal, ES	198	187 Days	56,861	69,343	81,826
	4	Asst Principal, MS	198	193 Days	58,686	71,568	84,451
	4	Behavior Specialist	207	198 Days	60,206	73,422	86,639
	4	Behavior Specialist, Mental Health	202	202 Days	61,422	74,906	88,389
	4	Behavior Specialist, Mental Health Lead	215	207 Days	62,942	76,760	90,577
	4	Chief of Police	240	215 Days	65,375	79,726	94,078
	4	Community Relations Officer	240	226 Days	68,720	83,805	98,891
	4	Coordinator, Advanced Academics	240	240 Days	72,977	88,997	105,017
	4	Coordinator, Fine Arts MS Academy	215				
	4	Coordinator, Health Science Academy	193				
	4	Coordinator, HR	240				
	4	Coordinator, HS ERSEA	226				
	4	Coordinator, Instructional Technology/Media	240				
	4	Coordinator, STEM MS Academy	215				
	4	LSSP	202				
	3	Pathologist Speech Language	187				
	4	Specialist, Head Start	226				

2020-2021 Proposed Administrative & Professional Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5							
	5	Associate Principal, HS	226	Daily	\$320.35	\$393.07	\$465.79
	5	Asst Principal, HS	210	210 Days	67,274	82,545	97,816
	5	Coordinator, Asst Athletic/PE	226	226 Days	72,399	88,834	105,269
6							
	6	Director, Athletic Program	240	Daily	\$348.11	\$424.52	\$500.93
	6	Director, Child Nutrition	240	215 Days	74,844	91,272	107,700
	6	Director, Early College HS	226	226 Days	78,673	95,942	113,210
	6	Director, ECC & Head Start	240	240 Days	83,546	101,885	120,223
	6	Director, Facilities	240				
	6	Director, Payroll	240				
	6	Director, Research Evaluation	240				
	6	Director, Strategic Planning & Innovation	240				
	6	Director, Teaching & Learning	240				
	6	Director, Transportation	240				
	6	Exec Director, Student Support Services	240				
	6	Interim Director, Business Services	240				
	6	Principal, ES	215				
7							
	7	Director, Federal & State Program	240	Daily	\$375.95	\$458.48	\$541.01
	7	Director, HR	240	226 Days	84,965	103,616	122,268
	7	Director, Special Education	240	240 Days	90,228	110,035	129,842
	7	Principal, MS	226				
8							
	8	Exec Director, C&I	240	Daily	\$424.83	\$518.08	\$611.33
	8	Exec Principal, Early College & High School	240	240 Days	101,959	124,339	146,719
9							
	9	Interim Chief Of Staff	240	Daily	\$497.04	\$606.15	\$715.26
	9	Interim Superintendent Of Sch	240	240 Days	119,290	145,476	171,662

South San Antonio ISD

Exempt Market - Salary Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Technology

Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Salary	2019-2020 District Salary	2019-2020 District Salary Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market
1 Application Support Specialist	Specialist, Information Technology Support	NS		\$63,911	\$56,395	88%	\$65,664	103%
2 Chief Technology Officer	Director, Technology	S	21	\$109,707	\$98,215	90%	\$104,801	96%
3 Computer Technician	Computer Technician	C	8	\$24.20	\$20.94	87%	\$23.75	98%
4 Help Desk Technician	Technician, Desktop Service	C	5	\$23.14	\$21.28	92%	\$22.36	97%
5 Network Administrator	Administrator, Network	C	9	\$73,737	\$70,639	96%	\$78,797	107%
6 Systems Administrator	Administrator, System	NS		\$76,546	\$71,021	93%	\$78,797	103%
7 Telecommunications Technician	Specialist Telecommunications	C	6	\$29.23	\$26.26	90%	\$28.50	97%
District Comparison to Market					2019-2020 Pay	91%	Plan	100%

Notes

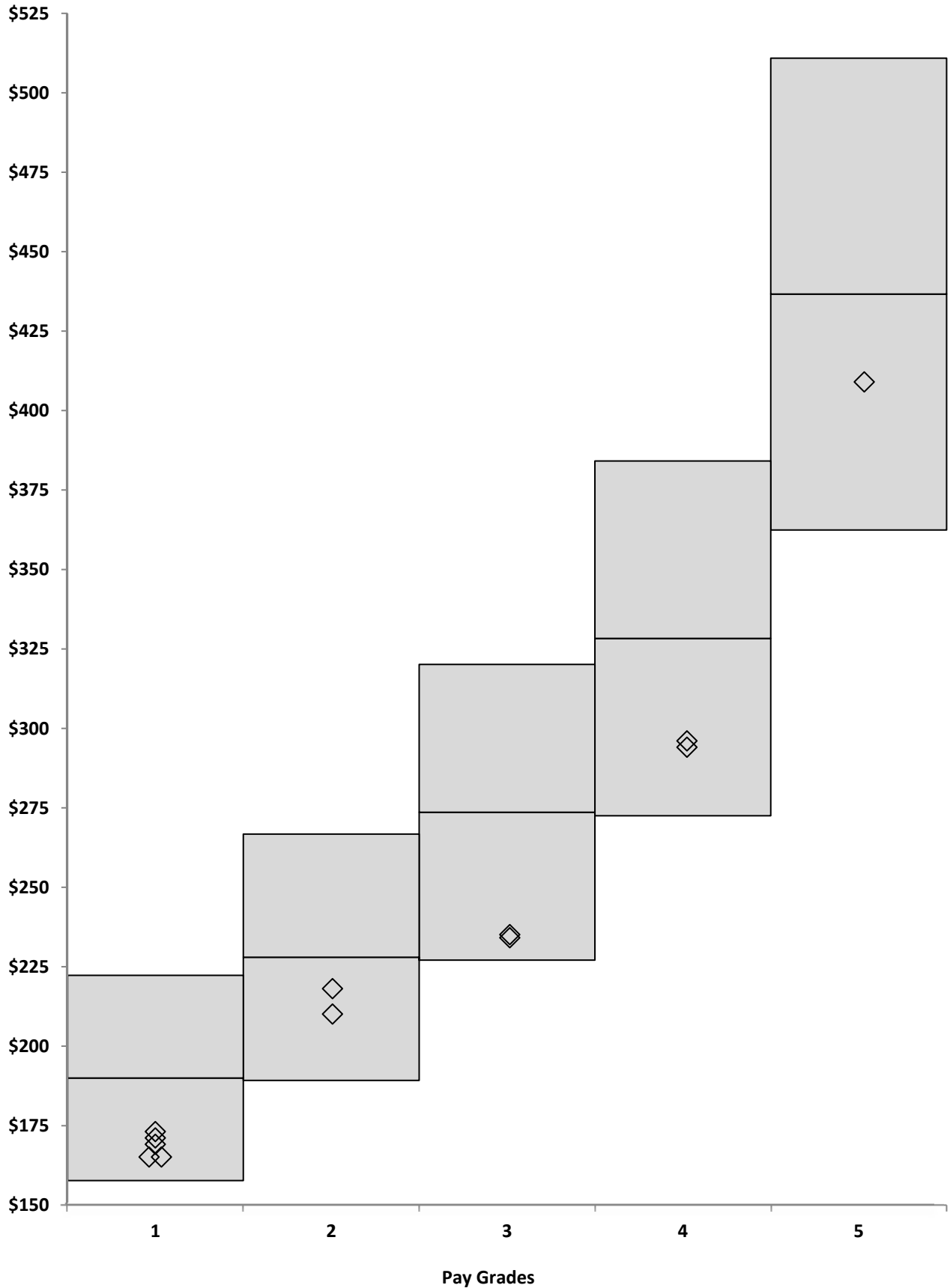
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- S** Market salary is median of statewide responses for student enrollment of 7,500 to 9,999

Summary of Pay Comparisons to Market		
	Above (Over 110%)	-
	At market (90% - 110%)	5
	Below (Less than 90%)	2

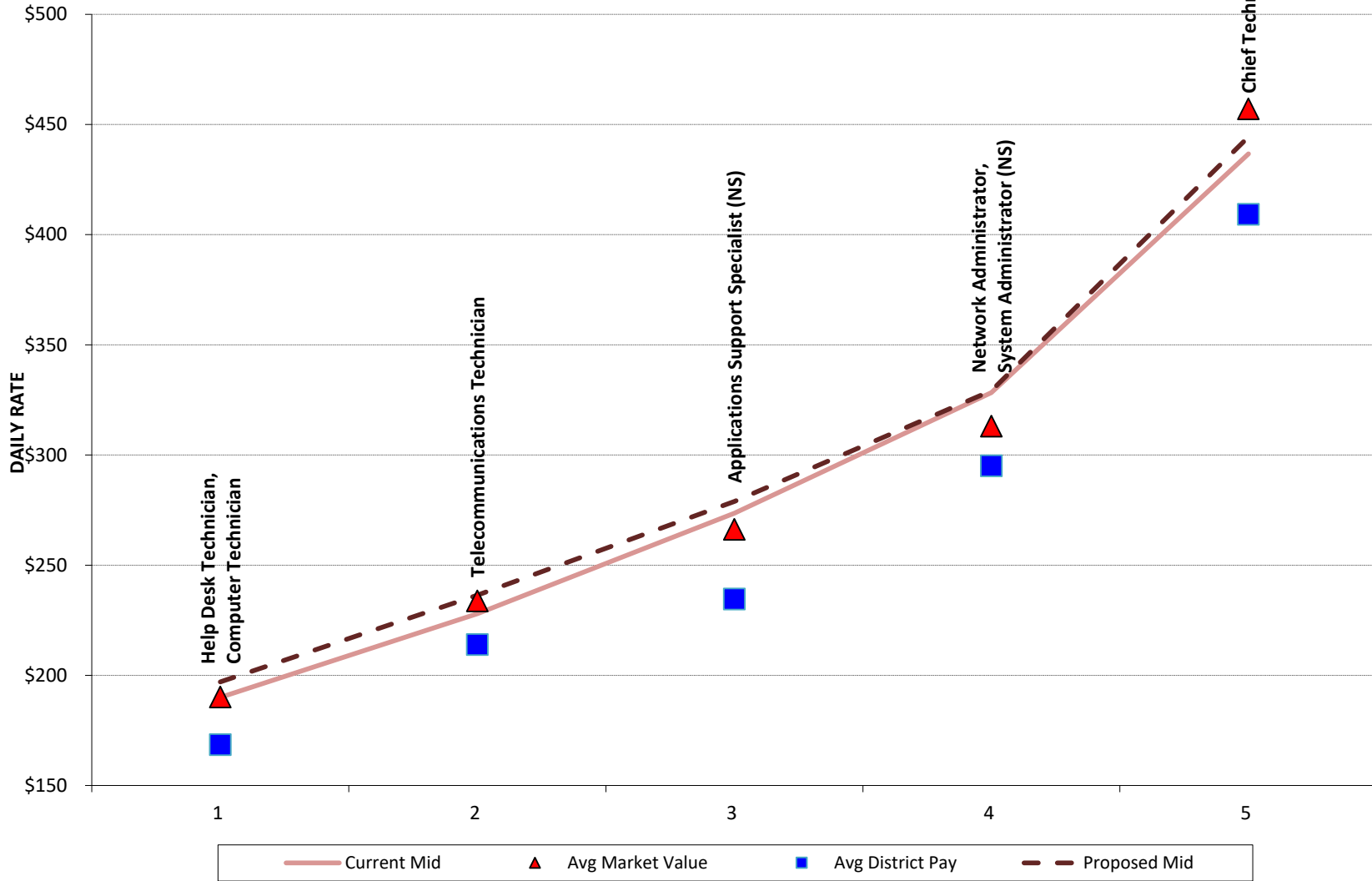
Current Pay vs. Current Structure - Technology

South San Antonio ISD

For graphing purposes, daily rates are shown for all positions.



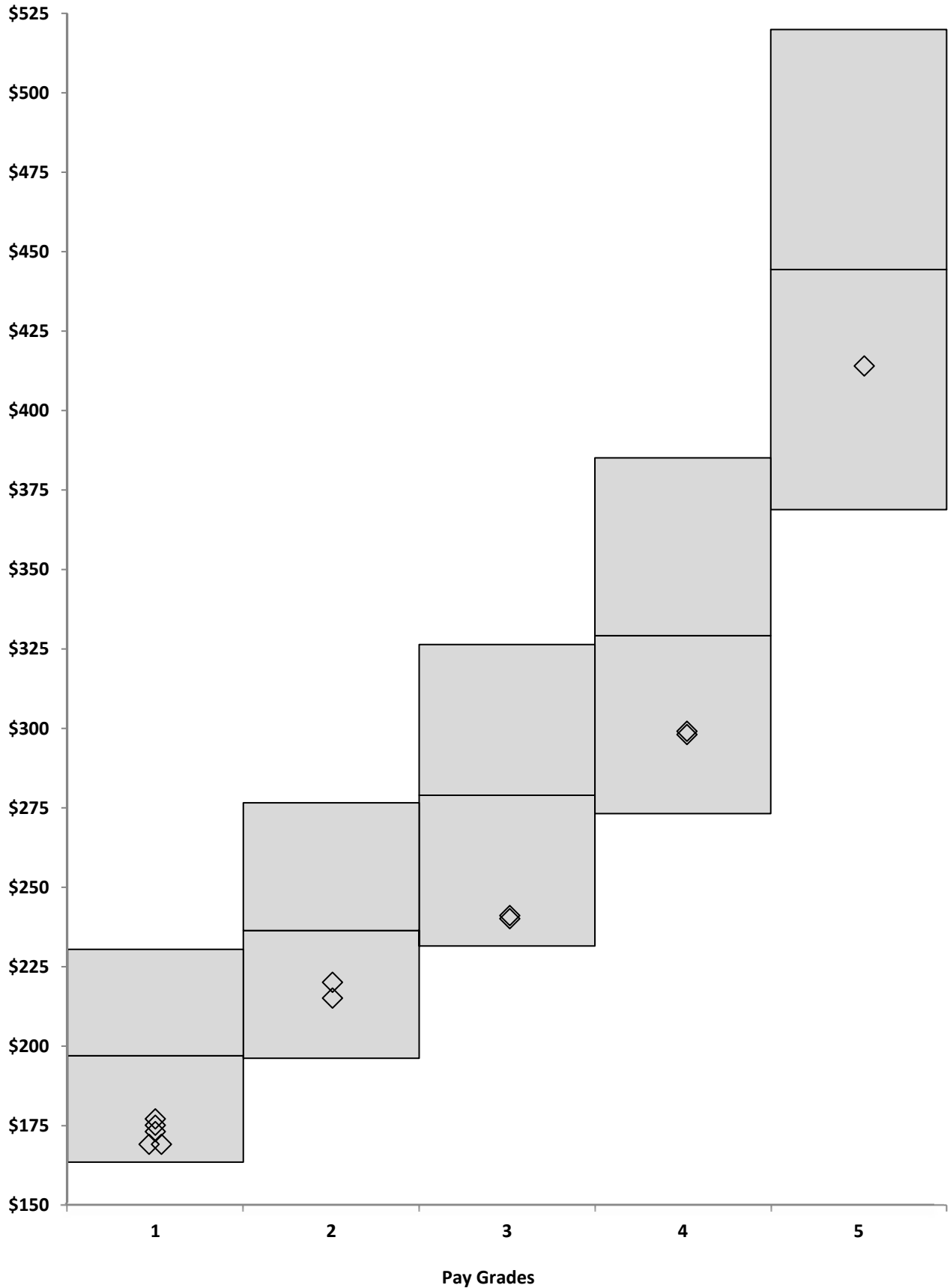
Structure Development
South San Antonio ISD
 Technology



Proposed Pay vs. Proposed Structure - Technology

South San Antonio ISD

For graphing purposes, daily rates are shown for all positions.



2020-2021 Proposed Technology Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Computer Technician	240	Daily	\$163.51	\$197.00	\$230.49
	1	Technician, Desktop Service	226	226 Days	36,953	44,522	52,091
				240 Days	39,242	47,280	55,318
2							
	2	Communications Specialist	240	Daily	\$196.21	\$236.40	\$276.59
	2	Specialist Telecommunications	240	240 Days	47,090	56,736	66,382
3							
	3	Administrator, Computers & Mobile Devices	240	Daily	\$231.53	\$278.95	\$326.37
	3	Specialist, Information Technology Support	240	240 Days	55,567	66,948	78,329
4							
	4	Administrator, Network	240	Daily	\$273.20	\$329.16	\$385.12
	4	Administrator, System	240	240 Days	65,568	78,998	92,429
5							
	5	Director, Technology	240	Daily	\$368.83	\$444.37	\$519.91
				240 Days	88,519	106,649	124,778

South San Antonio ISD

Exempt Market - Salary Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Police

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Salary	2019-2020 District Salary	2019-2020 District Salary Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market	
1	Chief of Police	Chief of Police	S	8	\$88,741	\$82,442	93%	\$86,542	98%	
2	Police Dispatcher	Communications Operator	NS		\$18.95	\$16.25	86%	\$19.00	100%	
3	Police Lieutenant	Lieutenant	C	4	\$76,675	\$61,632	80%	\$72,403	94%	
4	Police Officer/Certified Peace Officer	Certified Peace Officer	C	9	\$24.39	\$22.33	92%	\$23.75	97%	
5	Police Sergeant	Sergeant	C	7	\$32.13	\$29.99	93%	\$29.69	92%	
District Comparison to Market							2019-2020 Pay	89%	Plan	96%

Notes

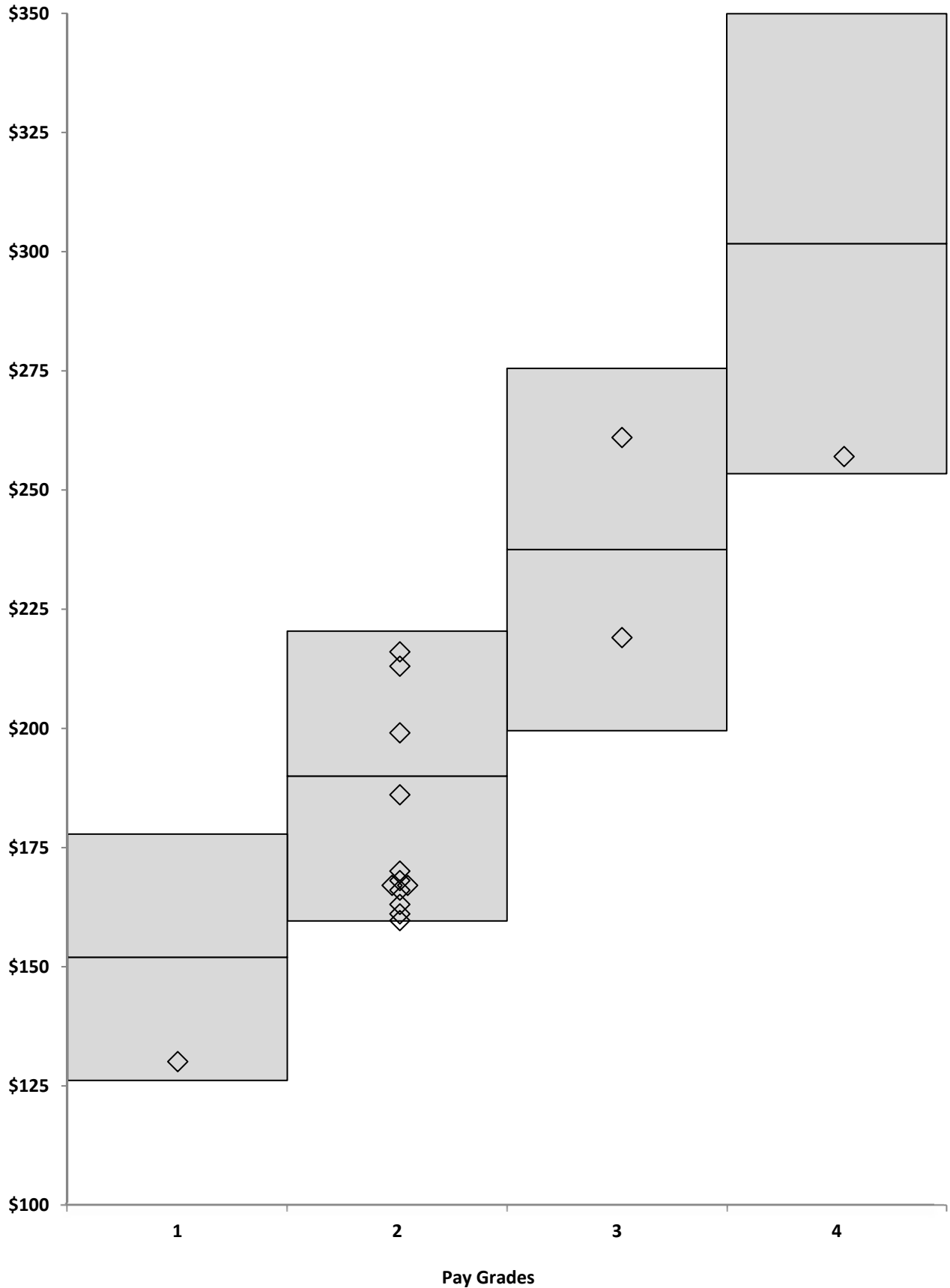
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- S** Market salary is median of statewide responses for student enrollment of 7,500 to 9,999

Summary of Pay Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	3
Below (Less than 90%)	2

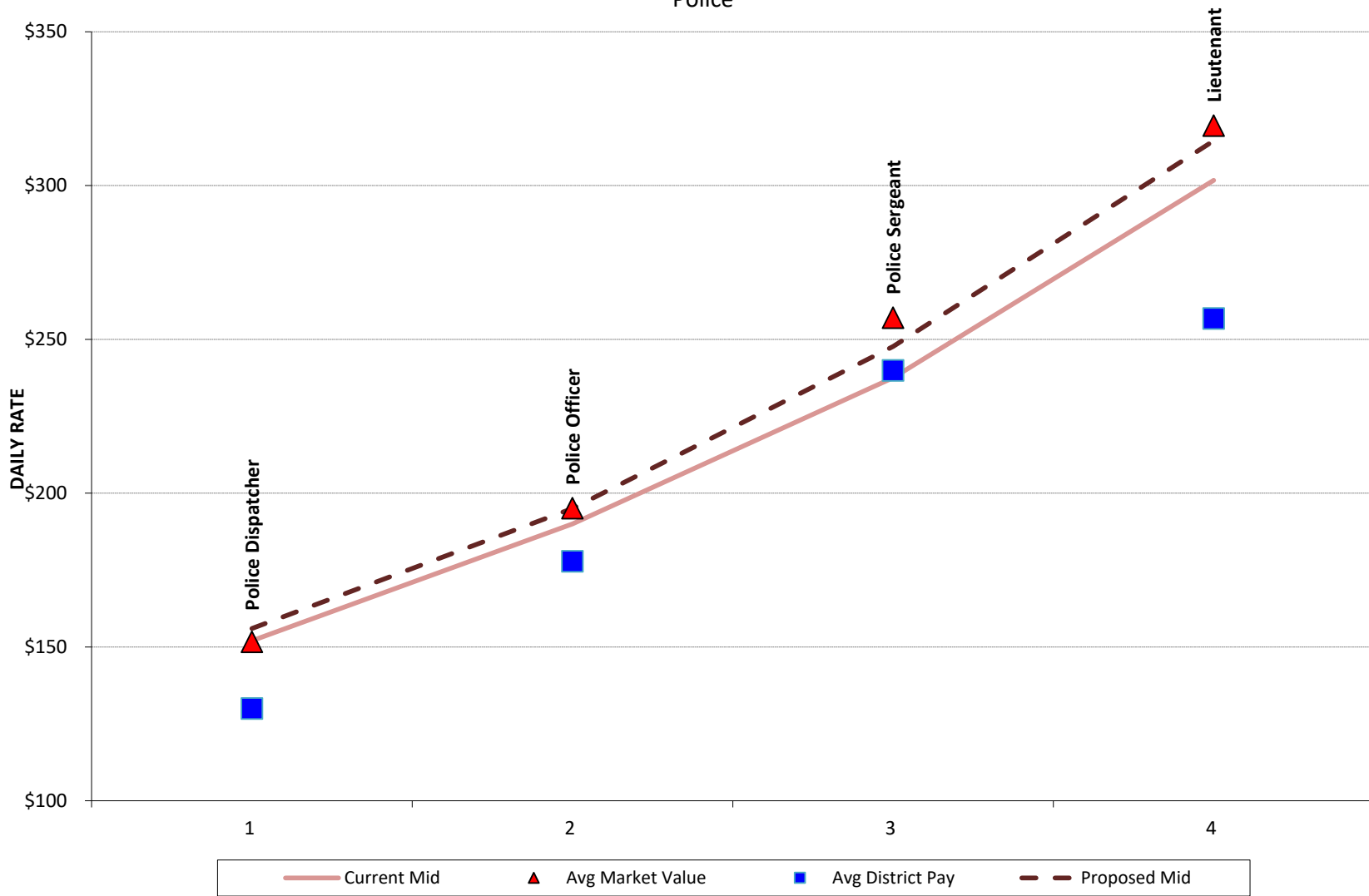
Current Pay vs. Current Structure - Police

South San Antonio ISD

For graphing purposes, daily rates are shown for all positions.



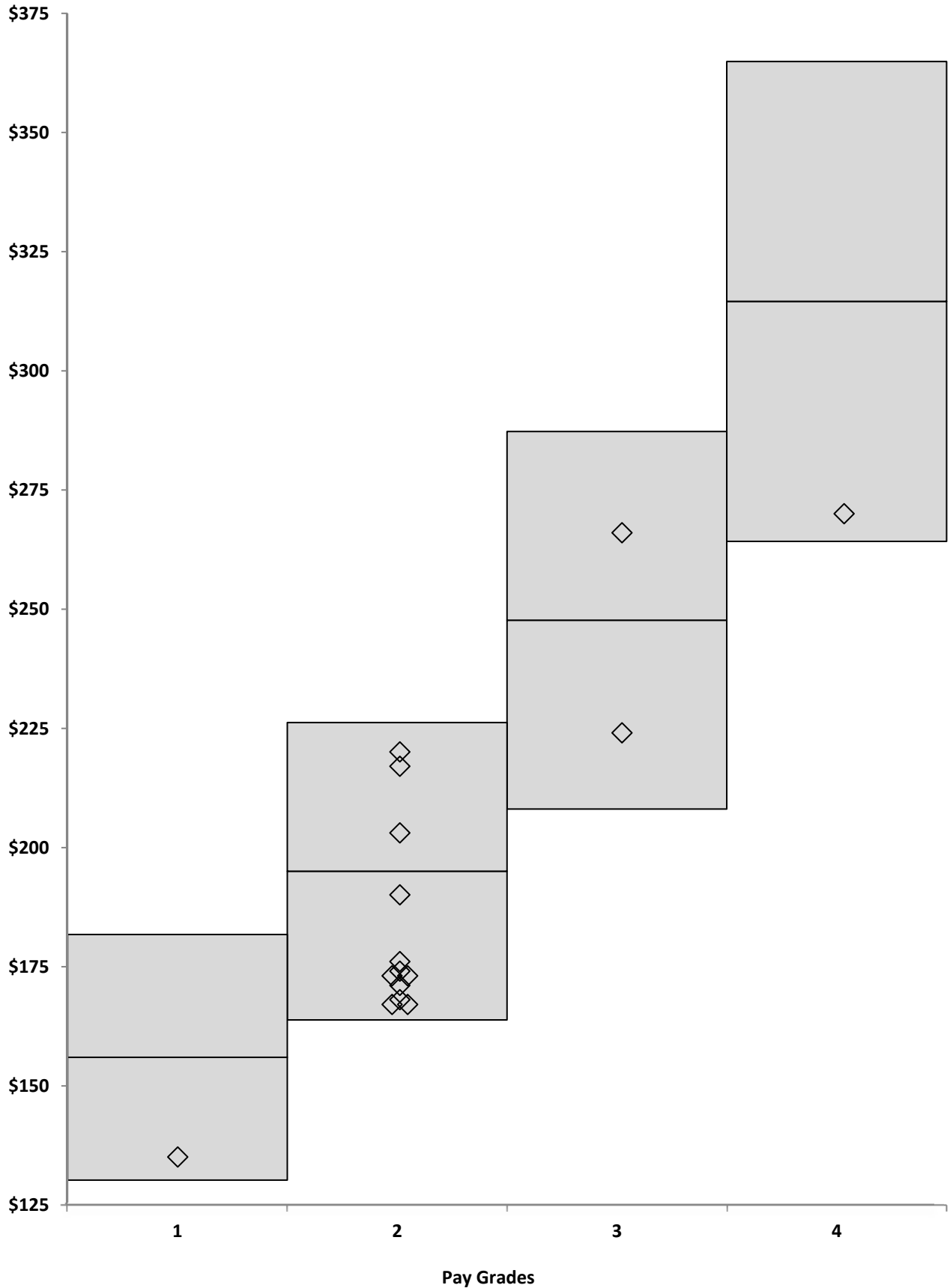
Structure Development
South San Antonio ISD
Police



Proposed Pay vs. Proposed Structure - Police

South San Antonio ISD

For graphing purposes, daily rates are shown for all positions.



2020-2021 Proposed Police Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Communications Operator	240	Hourly	\$16.28	\$19.50	\$22.72
				240 Days	31,258	37,440	43,622
2							
	2	Certified Peace Officer	240	Hourly	\$20.48	\$24.38	\$28.28
				240 Days	39,322	46,810	54,298
3							
	3	Sergeant, Certified Peace Officer	240	Hourly	\$26.01	\$30.96	\$35.91
				240 Days	49,939	59,443	68,947
4							
	4	Lieutenant	240	Hourly	\$33.03	\$39.32	\$45.61
				240 Days	63,418	75,494	87,571

South San Antonio ISD
Nonexempt Market - Rate Comparisons, 2019-2020

Clerical Support

Positions Sorted by Benchmark Position

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate	2019-2020 District Rate	2019-2020 District Rate Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market	
1	Accounts Payable Clerk	Clerk III, Accounts Payable	C	8	\$19.60	\$20.48	104%	\$22.51	115%	
2	Bookkeeper - HS	Bookkeeper, HS	C	9	\$19.21	\$18.45	96%	\$20.65	108%	
3	Campus Attendance/PEIMS Data Clerk - ES	Clerk II, Attendance ES	M	10	\$17.08	\$14.93	87%	\$16.39	96%	
4	Campus Attendance/PEIMS Data Clerk - HS	Clerk III, Attendance HS/Data	M	10	\$16.75	\$18.29	109%	\$17.70	106%	
5	Campus Attendance/PEIMS Data Clerk - MS	Clerk III, Attendance MS/Data	M	10	\$17.73	\$16.31	92%	\$17.70	100%	
6	Campus Secretary	Secretary, Special Education	M	6	\$16.59	\$17.05	103%	\$16.39	99%	
7	Certification Specialist	Specialist, HR Position Management	E	7	\$28.56	\$28.97	101%	\$29.20	102%	
8	Director Secretary	Secretary, Director (various in PG6)	M	10	\$20.92	\$23.53	112%	\$22.51	108%	
9	District PEIMS Specialist	Specialist, Student Data PEIMS	M	8	\$23.55	\$32.99	140%	\$29.20	124%	
10	Employee Benefits Specialist	Specialist, Risk Management	C	7	\$23.40	\$25.10	107%	\$24.54	105%	
11	Executive Administrative Secretary	Secretary, Executive Director	M	10	\$25.06	\$26.86	107%	\$24.54	98%	
12	General Clerk I	Office Clerk I	NS		\$15.17	\$15.50	102%	\$14.50	96%	
13	Human Resources Specialist	Specialist, Leave	C	9	\$21.09	\$22.87	108%	\$24.54	116%	
14	Payroll Clerk	Specialist, Payroll	C	10	\$21.38	\$22.36	105%	\$24.54	115%	
15	Principal Secretary - ES	Secretary, Principal ES	M	10	\$19.59	\$20.73	106%	\$20.65	105%	
16	Principal Secretary - HS	Secretary, Principal HS	M	10	\$20.58	\$20.54	100%	\$22.51	109%	
17	Principal Secretary - MS	Secretary, Principal MS	M	10	\$19.34	\$20.22	105%	\$20.65	107%	
18	Receptionist - Central Office	Clerk I, Receptionist	M	9	\$16.00	\$15.54	97%	\$14.50	91%	
19	Registrar - HS	Registrar, HS	M	10	\$19.10	\$20.65	108%	\$20.65	108%	
20	Superintendent Secretary	Senior Executive Asst, Superintendent	M	10	\$31.12	\$36.21	116%	\$29.20	94%	
District Comparison to Market							2019-2020 Pay	105%	Plan	105%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- E** Market salary is median of ESC Region 20 responses

Summary of Pay Comparisons to Market	
Above (Over 110%)	3
At market (90% - 110%)	16
Below (Less than 90%)	1

South San Antonio ISD

Nonexempt Market - Minimum Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Clerical Support
Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate Minimum	2019-2020 District Rate Minimum	2019-2020 District Minimum Compared to Market
1	Accounts Payable Clerk	Clerk III, Accounts Payable	M	8	\$18.00	\$18.23	101%
2	Bookkeeper - HS	Bookkeeper, HS	M	9	\$15.88	\$16.73	105%
3	Campus Attendance/PEIMS Data Clerk - ES	Clerk II, Attendance ES	M	10	\$15.06	\$13.27	88%
4	Campus Attendance/PEIMS Data Clerk - HS	Clerk III, Attendance HS/Data	M	10	\$15.17	\$14.34	95%
5	Campus Attendance/PEIMS Data Clerk - MS	Clerk III, Attendance MS/Data	M	10	\$15.14	\$14.34	95%
6	Campus Secretary	Secretary, Special Education	M	6	\$14.76	\$13.27	90%
7	Certification Specialist	Specialist, HR Position Management	M	3	\$24.97	\$23.65	95%
8	Director Secretary	Secretary, Director (various in PG6)	M	10	\$17.05	\$18.23	107%
9	District PEIMS Specialist	Specialist, Student Data PEIMS	M	8	\$19.84	\$23.65	119%
10	Employee Benefits Specialist	Specialist, Risk Management	M	7	\$19.12	\$19.88	104%
11	Executive Administrative Secretary	Secretary, Executive Director	M	10	\$20.55	\$19.88	97%
12	Human Resources Specialist	Specialist, Leave	M	9	\$18.51	\$19.88	107%
13	Payroll Clerk	Specialist, Payroll	M	10	\$18.26	\$19.88	109%
14	Principal Secretary - ES	Secretary, Principal ES	M	10	\$16.44	\$16.73	102%
15	Principal Secretary - HS	Secretary, Principal HS	M	10	\$18.02	\$18.23	101%
16	Principal Secretary - MS	Secretary, Principal MS	M	10	\$16.44	\$16.73	102%

South San Antonio ISD

Nonexempt Market - Minimum Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Clerical Support
Rate Minimums

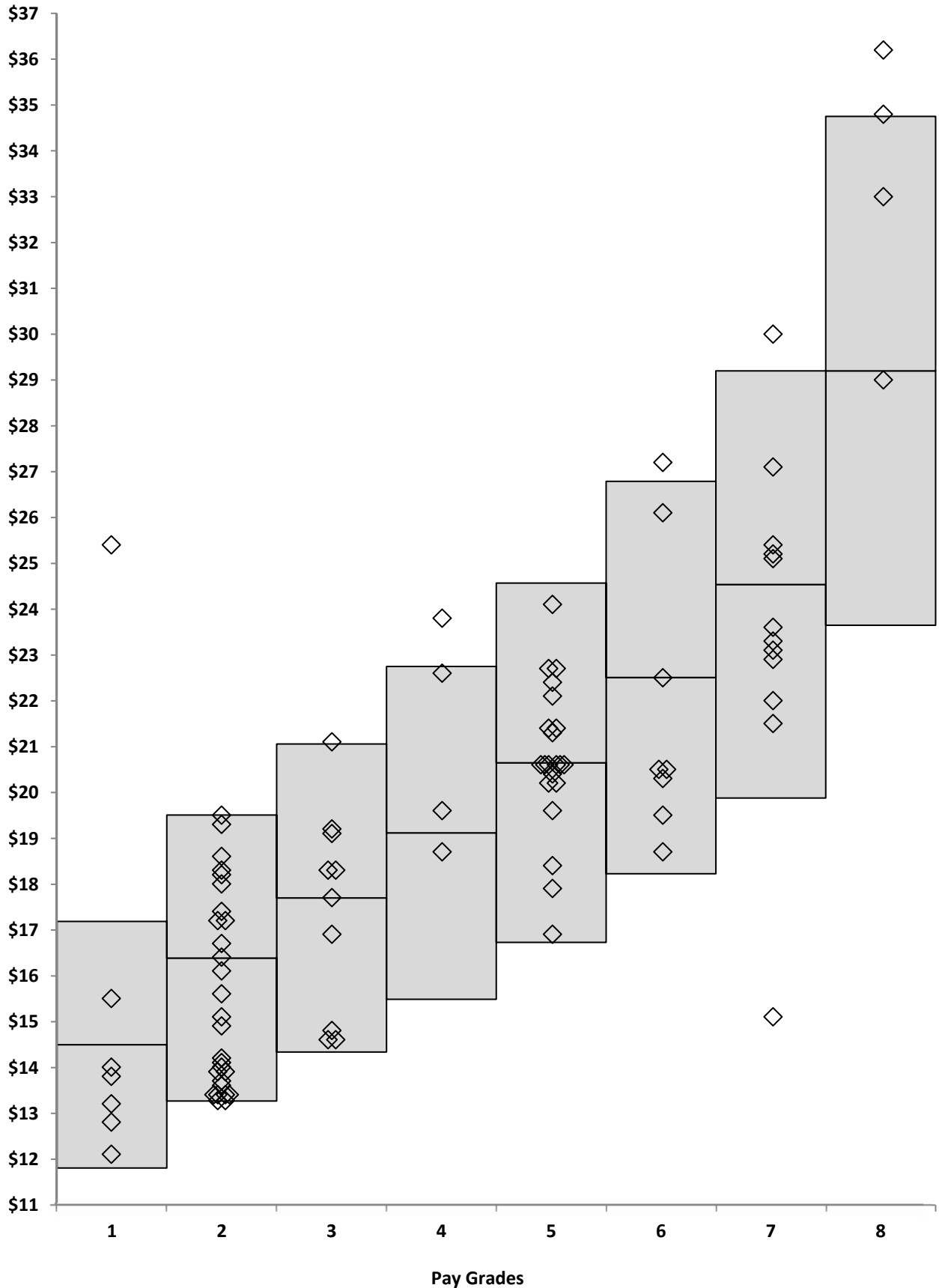
	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate Minimum	2019-2020 District Rate Minimum	2019-2020 District Minimum Compared to Market	
17	Receptionist - Central Office	Clerk I, Receptionist	M	9	\$13.14	\$11.81	90%	
18	Registrar - HS	Registrar, HS	M	10	\$16.33	\$16.73	102%	
19	Superintendent Secretary	Senior Executive Asst, Superintendent	M	9	\$24.73	\$23.65	96%	
District Comparison to Market							Plan	100%

Notes

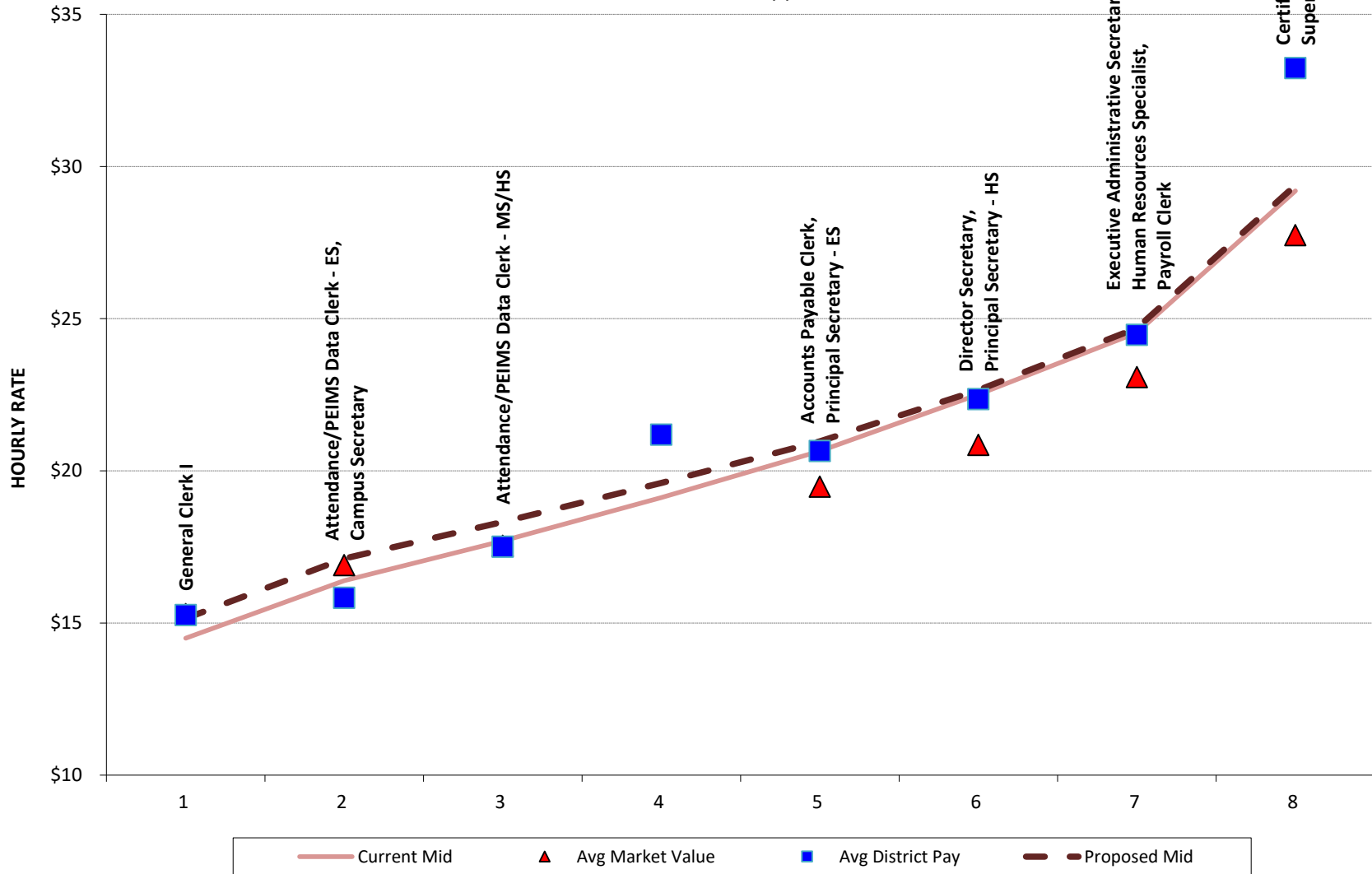
M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market		
	Above (Over 110%)	1
	At market (90% - 110%)	17
	Below (Less than 90%)	1

Current Pay vs. Current Structure - Clerical Technical Support
 South San Antonio ISD

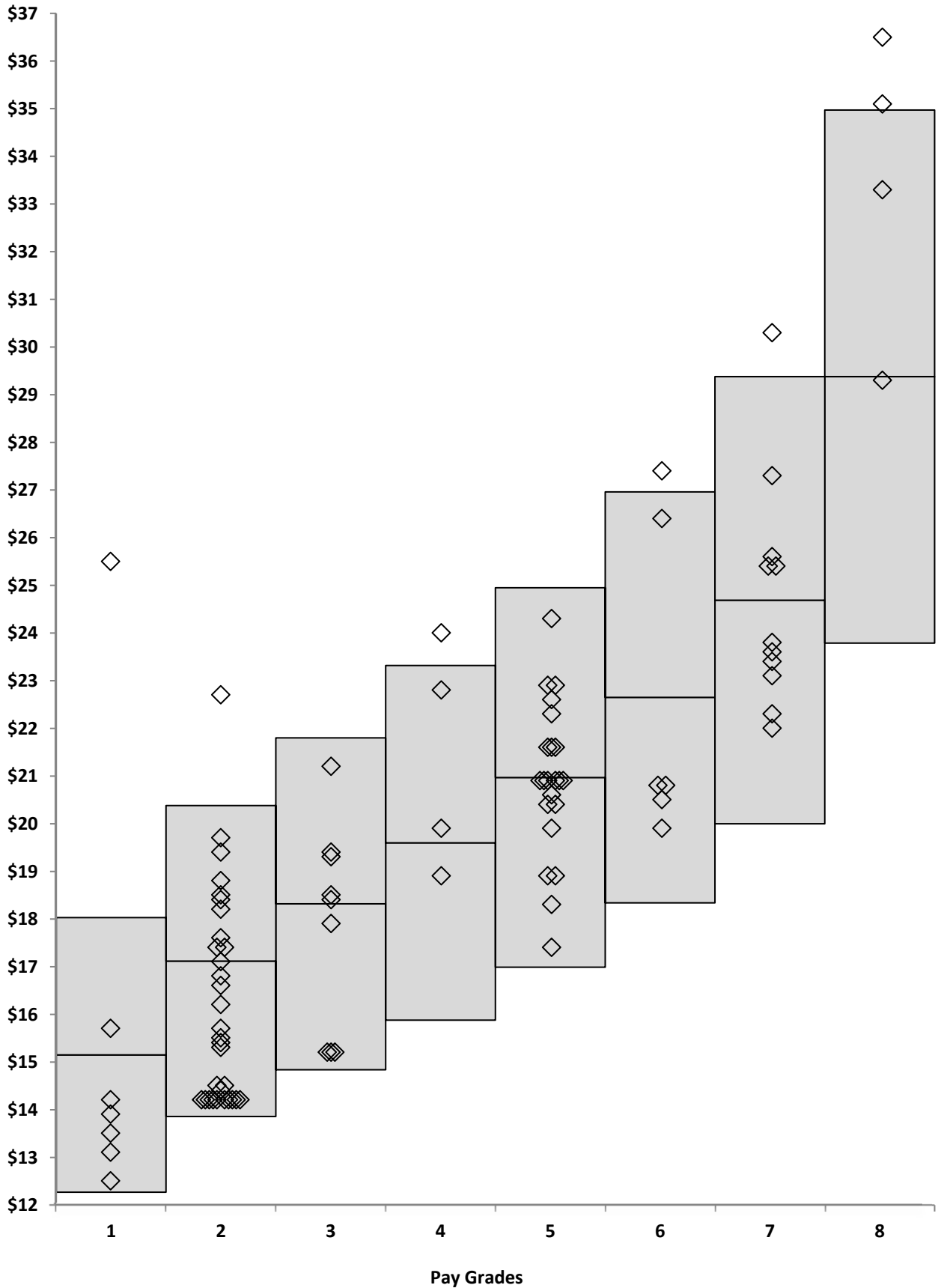


Structure Development
South San Antonio ISD
 Clerical Technical Support



Proposed Pay vs. Proposed Structure - Clerical Technical Support

South San Antonio ISD



2020-2021 Proposed Clerical Technical Support Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Clerk I, Assessment	207	Hourly	\$12.27	\$15.15	\$18.03
	1	Clerk I, Office	183, 226	183 Days	17,963	22,180	26,396
	1	Clerk I, Office CTE	183	207 Days	20,319	25,088	29,858
	1	Clerk I, Receptionist	240	226 Days	22,184	27,391	32,598
				240 Days	23,558	29,088	34,618
2							
	2	Clerk II, Appraisal	240	Hourly	\$13.86	\$17.12	\$20.38
	2, 3	Clerk II, Attendance ES	193, 207	183 Days	20,291	25,064	29,836
	2	Clerk II, Attendance HS	193	193 Days	21,400	26,433	31,467
	2	Clerk II, Head Start Bilingual	226	207 Days	22,952	28,351	33,749
	2	Clerk II, Library	183	226 Days	25,059	30,953	36,847
	2, 7	Clerk II, Office	183	240 Days	26,611	32,870	39,130
	2	Clerk II, Special Ed	183				
	2, 6	Secretary, School Counselor	183, 226				
	2	Secretary, Special Education	240				
3							
	3	Clerk II, SEMS	240	Hourly	\$14.84	\$18.32	\$21.80
	3	Clerk III, Attendance HS/Data	193	193 Days	22,913	28,286	33,659
	3	Clerk III, Attendance MS/Data	193	226 Days	26,831	33,123	39,414
	3	Clerk III, Lead Data Processor	226	240 Days	28,493	35,174	41,856
	3	Clerk III, Office	193				
	3	Secretary, HS (Wc)	226				
4							
	4	Bookkeeper, Athletics	226	Hourly	\$15.88	\$19.60	\$23.32
	4	Clerk, PEIMS Data Entry	240	226 Days	28,711	35,437	42,163
	4	Secretary, Help Desk Technician	240	240 Days	30,490	37,632	44,774
	4	Specialist, Records Management	240				
5							
	5	Admin Asst, Gear UP	240	Hourly	\$16.99	\$20.97	\$24.95
	5	Bookkeeper, HS	240	207 Days	28,135	34,726	41,317
	5, 6	Clerk III, Accounts Payable	240	240 Days	32,621	40,262	47,904
	5	Registrar, HS	240				
	5	Secretary, Child Nutrition	240				
	5	Secretary, Principal ES	207				
	5	Secretary, Principal MS	207				
	5	Secretary, Transportation	240				
6							
	6	Secretary, Athletics	240	Hourly	\$18.34	\$22.65	\$26.96
	6	Secretary, Director Bilingual	226	226 Days	33,159	40,951	48,744
	6	Secretary, Director Maintenance	240	240 Days	35,213	43,488	51,763
	6	Secretary, Director Purchasing	240				
	6	Secretary, Principal HS	226				
	6	Specialist, Procurement/Inventory	240				

2020-2021 Proposed Clerical Technical Support Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7							
	7	Executive Asst, Chief Academic Officer	240				
	7	Secretary, Executive Director	240				
	7	Specialist, Auxiliary	240				
	7	Specialist, Leave	240				
	7	Specialist, Mckinney Vento	240				
	7	Specialist, Payroll	240				
	7	Specialist, Professional	240				
	7	Specialist, Risk Management	240				
				Hourly	\$20.00	\$24.69	\$29.38
				240 Days	38,400	47,405	56,410
8							
	8	Senior Executive Asst, Superintendent	240				
	8	Specialist, HR Position Management	240				
	8	Specialist, Marketing	240				
	8	Specialist, Student Data PEIMS	240				
				Hourly	\$23.79	\$29.38	\$34.97
				240 Days	45,677	56,410	67,142

South San Antonio ISD

Nonexempt Market - Rate Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Instructional Support

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate	2019-2020 District Rate	2019-2020 District Rate Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market
1	Classroom Teacher Aide	Instructional Aide (various PG1)	M	10	\$13.19	\$13.35	101%	\$13.75	104%
2	Computer Lab Aide	Instructional Aide, Comp Lab	M	7	\$15.98	\$14.41	90%	\$14.85	93%
3	Special Education Aide - General/Resource	Instructional Aide, Sped	M	10	\$14.70	\$14.42	98%	\$14.85	101%
4	Special Education Aide - Self-Contained	Instructional Aide, Sped BAC/Inclusion/Life-Skills/PPCD	M	8	\$15.25	\$15.10	99%	\$16.04	105%
District Comparison to Market						2019-2020 Pay	97%	Plan	101%

Notes

M Market salary is median of reporting comparison districts

Summary of Pay Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	4
Below (Less than 90%)	-

South San Antonio ISD

Nonexempt Market - Minimum Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Instructional Support
Rate Minimums

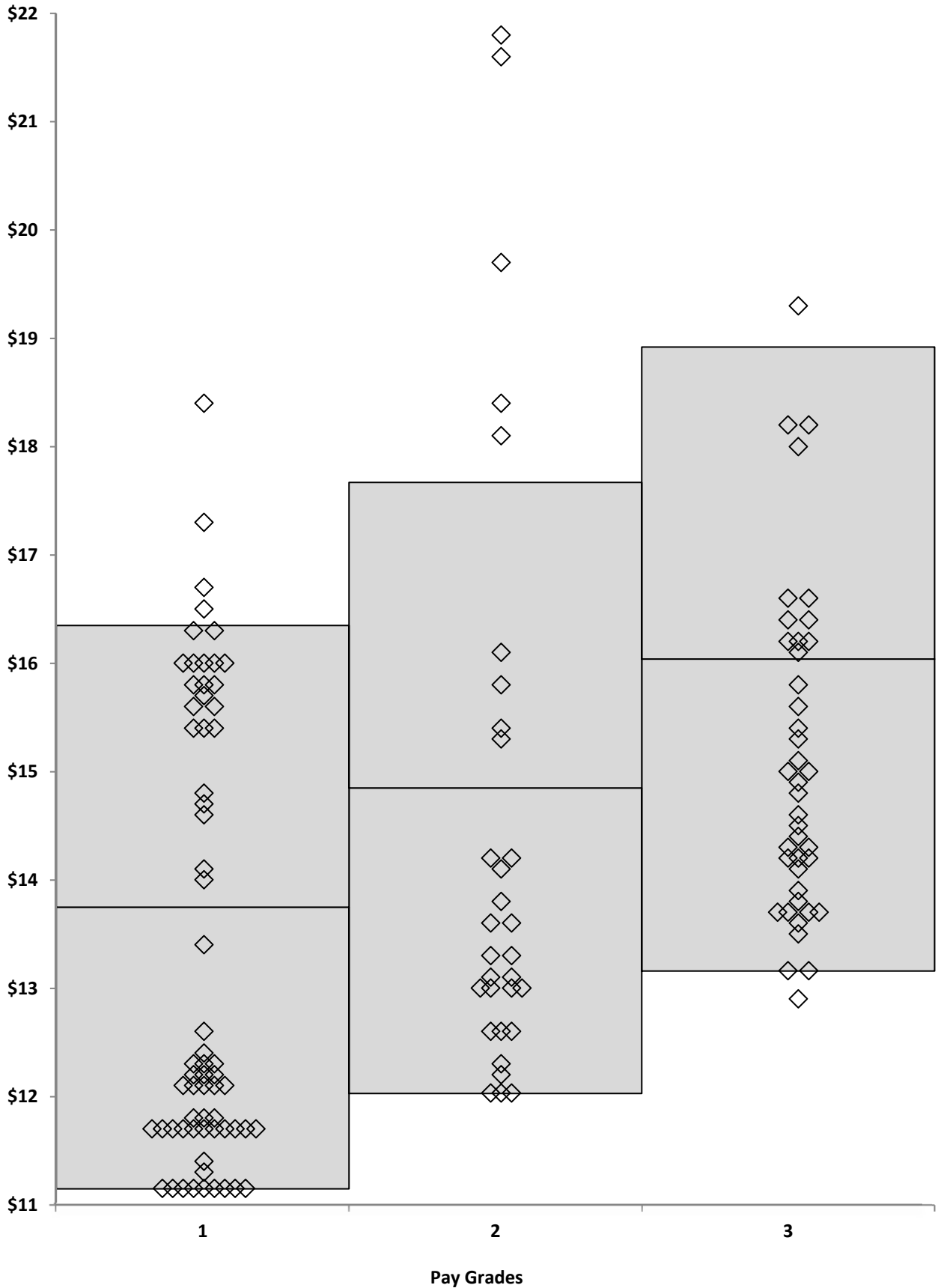
Benchmark Position		District Job Title	Note	Districts Reporting	2019-2020 Market Rate Minimum	2019-2020 District Rate Minimum	2019-2020 District Minimum Compared to Market
1	Classroom Teacher Aide	Instructional Aide (various PG1)	M	10	\$11.36	\$11.15	98%
2	Computer Lab Aide	Instructional Aide, Comp Lab	M	7	\$13.06	\$12.03	92%
3	Special Education Aide - General/Resource	Instructional Aide, Sped	M	10	\$12.69	\$12.03	95%
4	Special Education Aide - Self-Contained	Instructional Aide, Sped BAC/Inclusion/Life-Skills/PPCD	M	8	\$13.70	\$13.16	96%
District Comparison to Market						Plan	95%

Notes

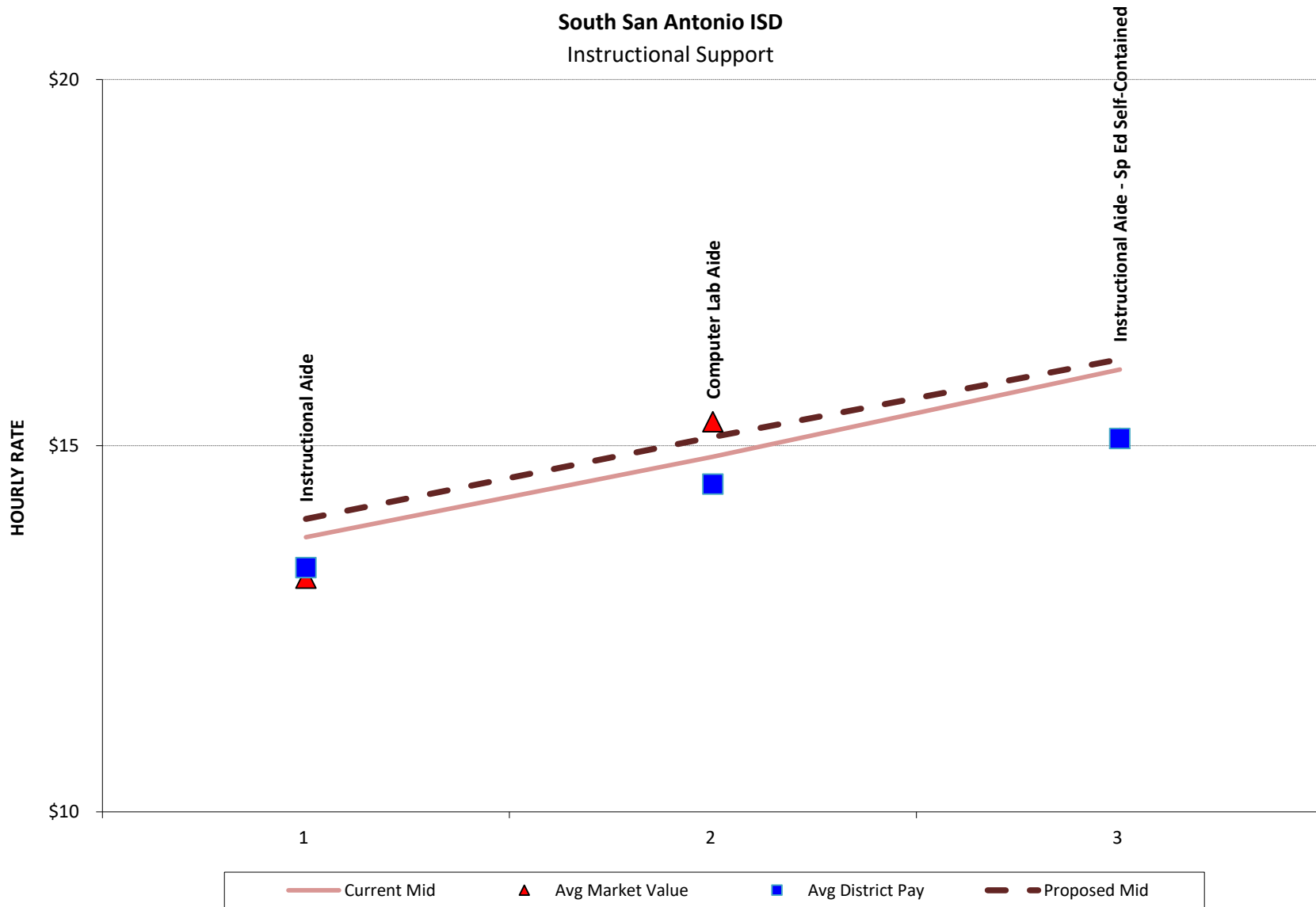
M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	4
Below (Less than 90%)	-

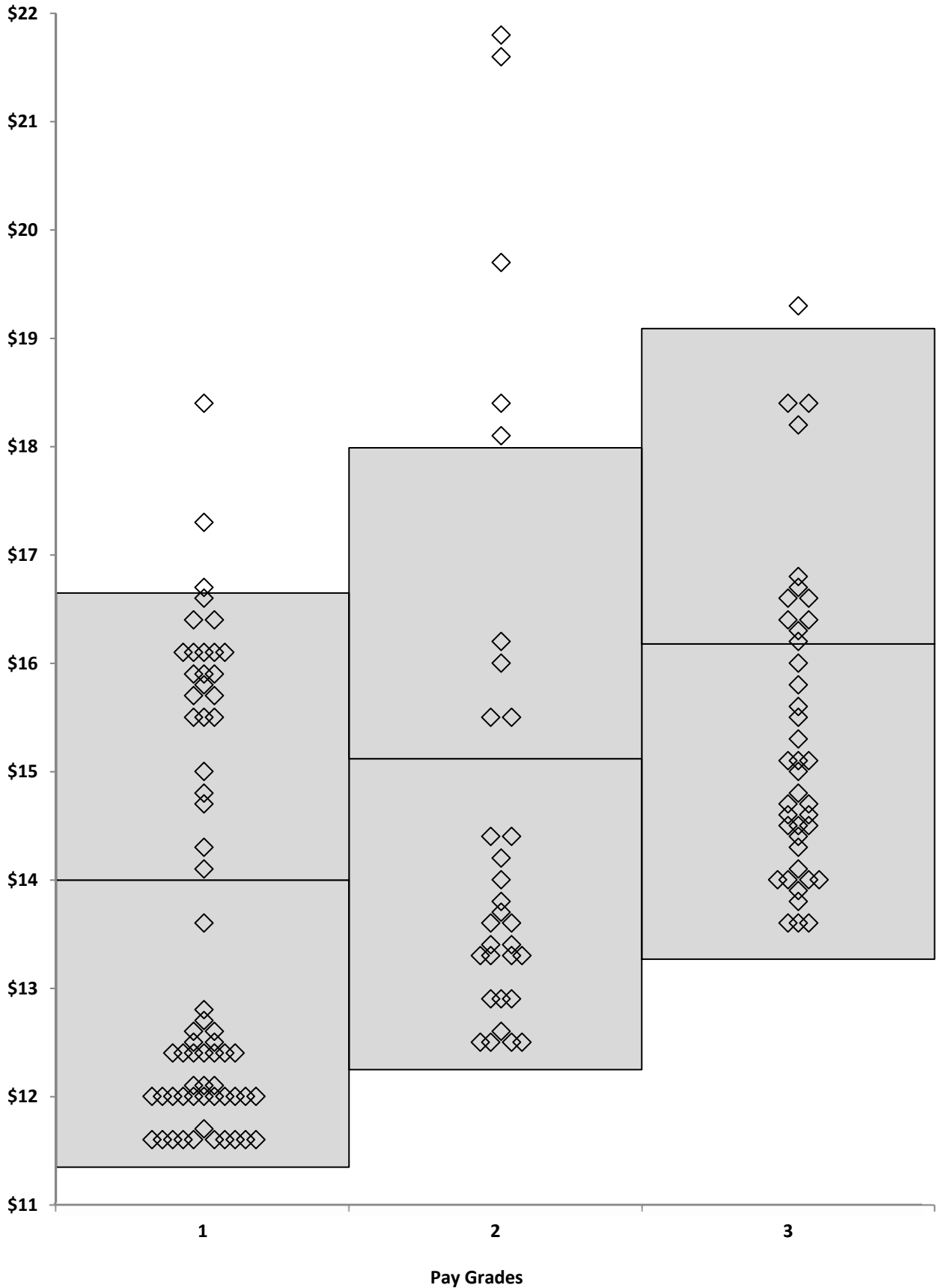
Current Pay vs. Current Structure - Instructional Support
 South San Antonio ISD



Structure Development
South San Antonio ISD
Instructional Support



Proposed Pay vs. Proposed Structure - Instructional Support
 South San Antonio ISD



2020-2021 Proposed Instructional Support Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1				Hourly	\$11.35	\$14.00	\$16.65
	1	Instructional Aide	183	183 Days	16,616	20,496	24,376
	1	Instructional Aide, At Risk	183				
	1	Instructional Aide, Bilingual	183				
	1	Instructional Aide, ESL	183				
	1	Instructional Aide, Head Start	183				
	1	Instructional Aide, Head Start/Bil	183				
	1	Instructional Aide, PE	183				
	1	Instructional Aide, Pre-K	183				
	1	Instructional Aide, Pre-K/Bil	183				
	1	Instructional Aide, Pre-K/Head Start	183				
	1	Instructional Aide, Pre-K/Head Start/Bil	183				
2				Hourly	\$12.25	\$15.12	\$17.99
	2	Aide, Nurse	183	183 Days	17,934	22,136	26,337
	2	Campus Monitor	187	187 Days	18,326	22,620	26,913
	2	Instructional Aide, Comp Lab	183				
	2	Instructional Aide, CTE	183				
	2	Instructional Aide, Sped	183				
	2	Instructional Aide, Sped Inclusion	183				
	2	Instructional Aide, Teen Parenting	183				
3				Hourly	\$13.27	\$16.18	\$19.09
	3	Instructional Aide, Sped BAC	183	183 Days	19,427	23,688	27,948
	3	Instructional Aide, Sped Life-Skills	183				
	3	Instructional Aide, Sped PPCD	183				
	3	Instructional Aide, Sped SSTEP	183				
	3	Instructional Aide, Sped VAC	183				

South San Antonio ISD
Nonexempt Market - Rate Comparisons, 2019-2020
Positions Sorted by Benchmark Position

Auxiliary

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate	2019-2020 District Rate	2019-2020 District Rate Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market
1	Bus Driver	Bus Driver	75	10	\$18.05	\$18.05	100%	\$18.45	102%
2	Bus Monitor	Bus Aide	M	10	\$12.28	\$11.78	96%	\$13.00	106%
3	Cafeteria Manager - ES	Cafeteria, Manager ES	M	9	\$18.59	\$17.72	95%	\$18.17	98%
4	Cafeteria Manager - HS	Cafeteria, Manager HS	M	9	\$20.62	\$17.73	86%	\$21.39	104%
5	Cafeteria Worker	Cafeteria Worker	M	9	\$11.81	\$12.59	107%	\$13.00	110%
6	Custodial Supervisor	Supervisor, Custodian	M	6	\$28.41	\$27.14	96%	\$25.03	88%
7	Custodian	Custodian	M	10	\$12.28	\$12.41	101%	\$13.00	106%
8	District Child Nutrition Supervisor	Area Supervisor, Child Nutrition	M	7	\$29.60	\$29.58	100%	\$29.29	99%
9	Electrician	Electrician, Journeyman	C	8	\$25.36	\$25.78	102%	\$25.03	99%
10	General Maintenance Worker	Maintenance, General Worker	C	8	\$16.34	\$16.40	100%	\$16.82	103%
11	Groundskeeper	General Maintenance, Groundskeeper	C	10	\$13.78	\$14.09	102%	\$14.82	108%
12	HVAC Mechanic (Licensed)	HVAC Master	C	9	\$24.37	\$23.27	95%	\$25.03	103%
13	Lead Custodian - ES	Head Custodian, ES	M	9	\$15.70	\$14.10	90%	\$14.82	94%
14	Lead Custodian - HS	Head Custodian, HS	M	9	\$19.40	\$14.78	76%	\$16.82	87%
15	Maintenance Foreman	Foreman, (various PG8)	C	9	\$27.63	\$27.17	98%	\$29.29	106%
16	Painter	Painter	C	7	\$18.46	\$17.02	92%	\$18.17	98%
17	Pest Control Specialist	Maintenance, General Worker II - IPM	M	5	\$20.52	\$21.95	107%	\$18.17	89%
18	Transportation Dispatcher	Transportation Dispatcher (vacant?)	M	8	\$18.47	\$20.65	112%	-	

South San Antonio ISD
Nonexempt Market - Rate Comparisons, 2019-2020

Auxiliary

Positions Sorted by Benchmark Position

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate	2019-2020 District Rate	2019-2020 District Rate Compared to Market	2019-2020 District Pay Range Midpoint	2019-2020 Pay Range Midpoint Compared to Market
19	Vehicle Mechanic	Mechanic II, Vehicle	C	9	\$21.65	\$21.02	97%	\$21.39	99%
20	Warehouse Assistant	Warehouse, Worker Helper	C	6	\$15.33	\$16.34	107%	\$14.82	97%
21	Warehouse Supervisor	Foreman, Warehouse	C	7	\$25.67	\$26.27	102%	\$25.03	98%
District Comparison to Market						2019-2020 Pay	98%	Plan	100%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- 75** Market salary is 75th percentile of reporting comparison districts

Summary of Pay Comparisons to Market		
	Above (Over 110%)	1
	At market (90% - 110%)	18
	Below (Less than 90%)	2

South San Antonio ISD

Nonexempt Market - Minimum Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Auxiliary
Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate Minimum	2019-2020 District Rate Minimum	2019-2020 District Minimum Compared to Market
1	Bus Driver	Bus Driver	M	9	\$14.80	\$15.00	101%
2	Bus Monitor	Bus Aide	M	9	\$10.76	\$11.25	105%
3	Cafeteria Manager - ES	Cafeteria, Manager ES	M	8	\$14.22	\$14.72	104%
4	Cafeteria Manager - HS	Cafeteria, Manager HS	M	9	\$16.98	\$17.33	102%
5	Cafeteria Worker	Cafeteria Worker	M	8	\$10.75	\$11.25	105%
6	Custodial Supervisor	Supervisor, Custodian	M	6	\$25.14	\$20.27	81%
7	Custodian	Custodian	M	10	\$10.96	\$11.25	103%
8	District Child Nutrition Supervisor	Area Supervisor, Child Nutrition	M	7	\$25.04	\$23.72	95%
9	Electrician	Electrician, Journeyman	M	8	\$20.14	\$20.27	101%
10	General Maintenance Worker	Maintenance, General Worker	M	8	\$12.92	\$13.62	105%
11	Groundskeeper	General Maintenance, Groundskeeper	M	10	\$11.66	\$12.00	103%
12	HVAC Mechanic (Licensed)	HVAC Master	M	9	\$20.50	\$20.27	99%
13	Lead Custodian - ES	Head Custodian, ES	M	9	\$13.21	\$12.00	91%
14	Lead Custodian - HS	Head Custodian, HS	M	9	\$16.15	\$13.62	84%
15	Maintenance Foreman	Foreman, (various PG8)	M	9	\$24.24	\$23.72	98%
16	Painter	Painter	M	7	\$15.77	\$14.72	93%
17	Pest Control Specialist	Maintenance, General Worker II - IPM	M	5	\$17.56	\$14.72	84%
18	Transportation Dispatcher	Transportation Dispatcher (vacant?)	M	8	\$15.79	\$16.73	106%

South San Antonio ISD

Nonexempt Market - Minimum Comparisons, 2019-2020

Positions Sorted by Benchmark Position

Auxiliary <i>Rate Minimums</i>
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	Benchmark Position	District Job Title	Note	Districts Reporting	2019-2020 Market Rate Minimum	2019-2020 District Rate Minimum	2019-2020 District Minimum Compared to Market
19	Vehicle Mechanic	Mechanic II, Vehicle	M	9	\$17.56	\$17.33	99%
20	Warehouse Assistant	Warehouse, Worker Helper	M	6	\$14.31	\$12.00	84%
21	Warehouse Supervisor	Foreman, Warehouse	M	7	\$19.78	\$20.27	102%
District Comparison to Market						Plan	97%

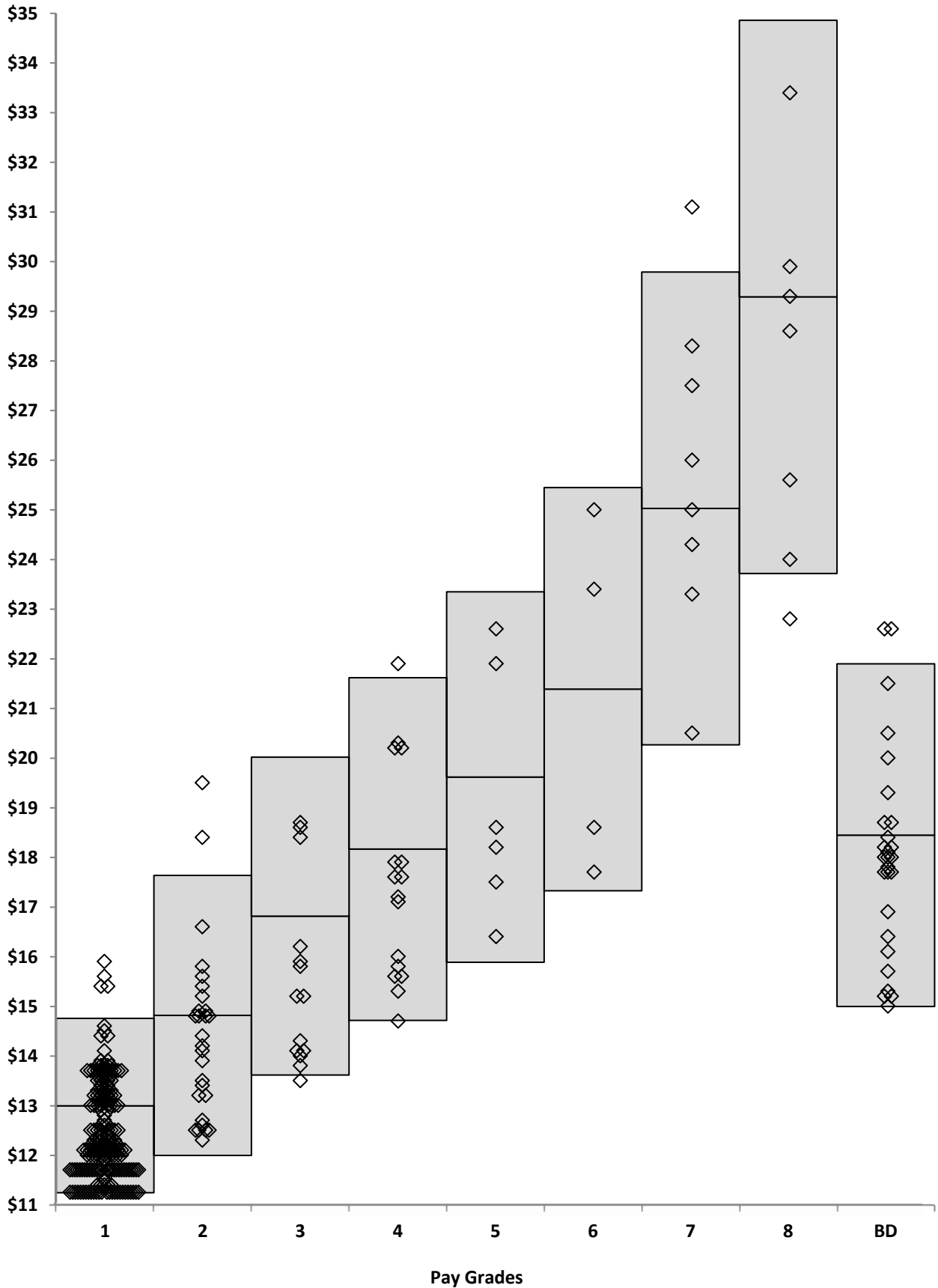
Notes

M Market minimum is median of reporting comparison districts

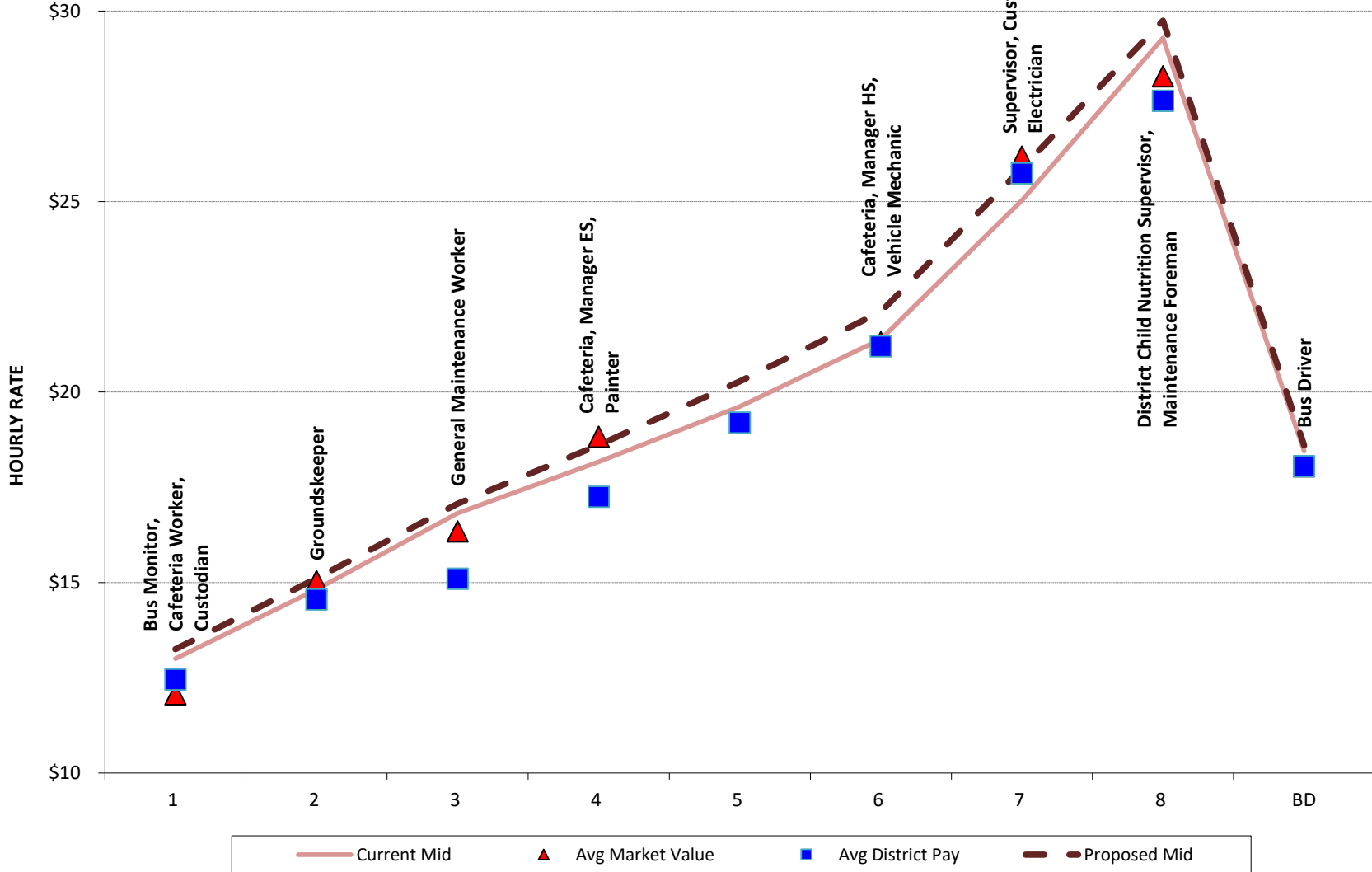
Summary of Minimum Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	17
Below (Less than 90%)	4

Current Pay vs. Current Structure - Auxiliary

South San Antonio ISD

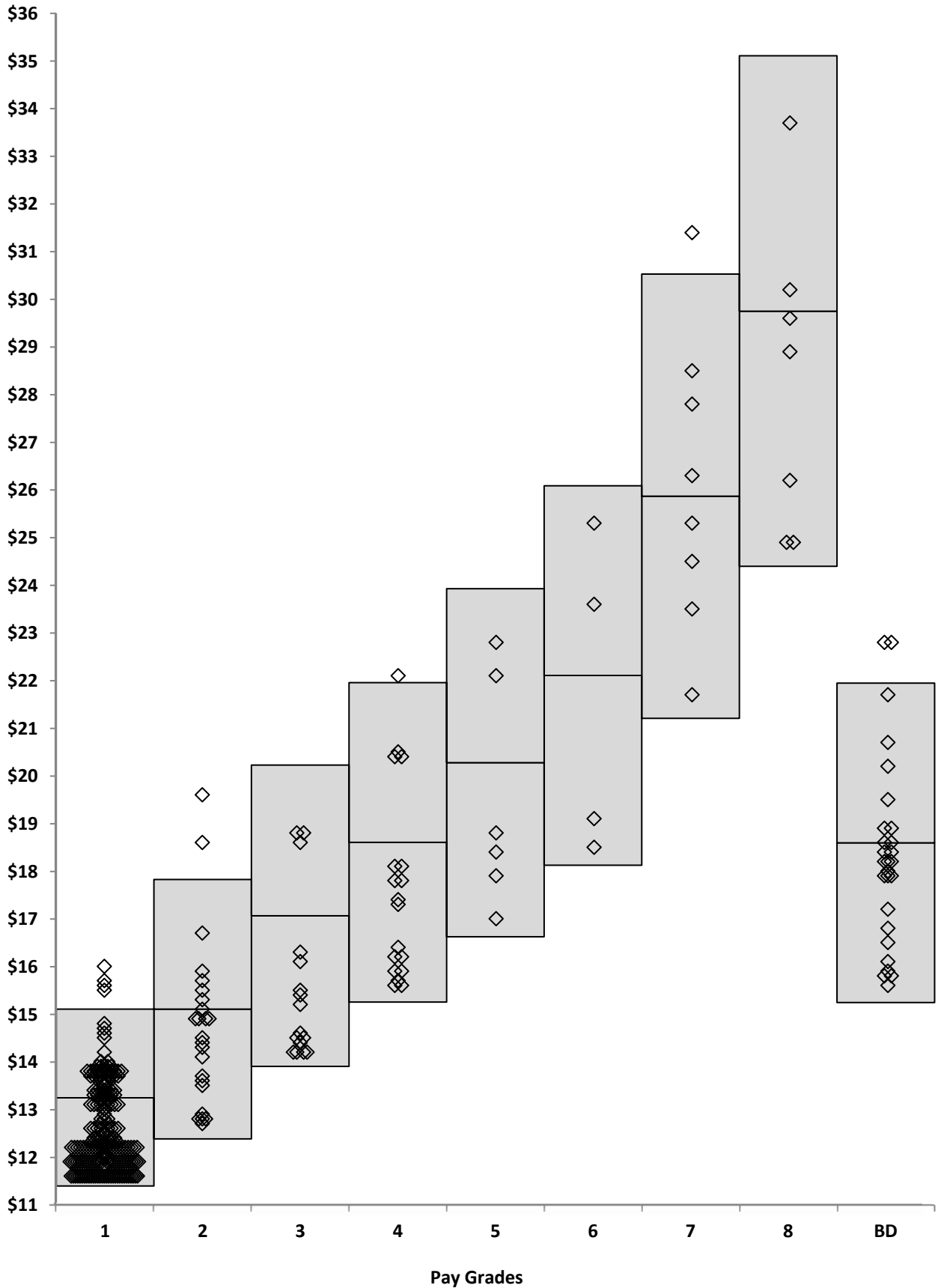


Structure Development
South San Antonio ISD
 Auxiliary



Proposed Pay vs. Proposed Structure - Auxiliary

South San Antonio ISD



2020-2021 Proposed Auxiliary Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Bus Aide	191	Hourly	\$11.40	\$13.25	\$15.11
	1	Bus Driver, Non CDL	191	191 Days	17,419	20,246	23,088
	1	Cafeteria Worker	191	193 Days	17,602	20,458	23,330
	1	Custodian	240	240 Days	21,888	25,440	29,011
	1	Custodian, Athletics	240				
	1	Custodian, Cafeteria	191, 193				
2							
	2	Athletic Worker	240	Hourly	\$12.39	\$15.11	\$17.83
	2	General Maintenance, Groundskeeper	240	240 Days	23,789	29,011	34,234
	2	Head Custodian, ES	240				
	2	Warehouse, Worker Helper	240				
	2	Warehouse, Worker I Textbooks	240				
	2	Worker, Lead Athletics	240				
3							
	3	Cafeteria, Asst Manager	191	Hourly	\$13.91	\$17.07	\$20.23
	3	Cafeteria, Trainee Manager	191	191 Days	21,254	26,083	30,911
↑	2	Head Custodian, MS	240	240 Days	26,707	32,774	38,842
	3	Maintenance, General Worker	240				
	3	Warehouse, Worker I Textbooks	240				
4							
	4	Cafeteria, Manager ES	193	Hourly	\$15.26	\$18.61	\$21.96
↑	3	Head Custodian, HS	240	193 Days	23,561	28,734	33,906
	4	HVAC Technician	240	240 Days	29,299	35,731	42,163
	4	Maintenance, General Worker II - IPM	240				
	4	Painter	240				
5							
	5	Cafeteria, Manager MS	193	Hourly	\$16.63	\$20.28	\$23.93
	5	Mechanic I, Vehicle	240	193 Days	25,677	31,312	36,948
	5	Transportation Trainer	240	240 Days	31,930	38,938	45,946
6							
	6	Cafeteria, Manager HS	193	Hourly	\$18.13	\$22.11	\$26.09
	6	Glazier/Locksmith	240	193 Days	27,993	34,138	40,283
	6	Mechanic II, Vehicle	240	240 Days	34,810	42,451	50,093
7							
	7	Electrician, Journeyman	240	Hourly	\$21.21	\$25.87	\$30.53
	7	Foreman, Athletics/Grounds	240	240 Days	40,723	49,670	58,618
	7	Foreman, Warehouse	240				
	7	HVAC Master	240				
	7	Supervisor, Custodian	240				

2020-2021 Proposed Auxiliary Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
8				Hourly	\$24.40	\$29.75	\$35.11
	8	Area Supervisor, Child Nutrition	207	207 Days	40,406	49,266	58,142
	8	Foreman, Electrician	240	240 Days	46,848	57,120	67,411
	8	Foreman, HVAC	240				
	8	Foreman, Maintenance	240				
	8	Foreman, Plumber	240				
	8	Supervisor, Food Service Compliance	240				
BD				Hourly	\$15.25	\$18.60	\$21.95
	BD	Bus Driver	191	191 Days	23,302	28,421	33,540
	BD	Bus Driver, Special Ed	191				

2020-2021 Auxiliary Placement Scale
 South San Antonio ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2020-2021	
	Job Exp	BD
Minimum	0	\$15.25
	1	\$15.42
	2	\$15.58
	3	\$15.74
	4	\$15.90
	5	\$16.06
	6	\$16.22
	7	\$16.38
	8	\$16.54
	9	\$16.70
	10	\$16.86
	11	\$17.02
	12	\$17.18
	13	\$17.34
	14	\$17.50
	15	\$17.66
	16	\$17.82
	17	\$17.98
	18	\$18.14
	19	\$18.30
Midpoint	20	\$18.60
Maximum		\$21.95

South San Antonio ISD

Summary of Cost Estimates, 2020-2021

Model 1

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2019-2020 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$55,300 starting salary	618		\$729,154		\$36,549,828
^{1c} 2.0% general pay increase (\$1,150)		618	\$714,913	2.0%	
Hiring schedule equity adjustments		3	\$14,241	0.0%	
Administrative & Professional	138		\$265,430		\$10,215,903
^{1c} 2.0% of pay range midpoint increase		134	\$215,933	2.1%	
Adjustments to 1.0% above pay range minimum		5	\$9,614	0.1%	
Targeted adjustment 2		42	\$34,217	0.3%	
2.0% increase to employees over range max		4	\$5,666	0.1%	
Technology	12		\$18,506		\$652,781
^{1c} 2.0% of pay range midpoint increase		12	\$14,858	2.3%	
Targeted pay equity adjustments		7	\$3,648	0.6%	
Police	16		\$22,195		\$720,269
^{1c} 2.0% of pay range midpoint increase		16	\$15,936	2.2%	
Adjustments to 1.0% above pay range minimum		3	\$1,440	0.2%	
Teacher pay equity adjustments		10	\$4,819	0.7%	
Clerical Technical Support	94		\$74,537		\$3,179,399
^{1c} 2.0% of pay range midpoint increase		87	\$58,742	1.8%	
Adjustments to 1.0% above pay range minimum		10	\$3,086	0.1%	
Targeted pay equity adjustments		25	\$7,160	0.2%	
2.0% increase to employees over range max		7	\$5,549	0.2%	
Instructional Support	136		\$69,862		\$2,814,167
^{1a} 2.0% of pay range midpoint increase		127	\$55,070	2.0%	
Adjustments to 1.0% above pay range minimum		13	\$806	0.0%	
Targeted adjustment 2		65	\$13,986	0.5%	
Auxiliary	291		\$178,830		\$6,671,428
^{1c} 2.0% of pay range midpoint increase		281	\$137,465	2.1%	
Adjustments to 1.0% above pay range minimum		12	\$12,403	0.2%	
Placement scale adjustments		5	\$287	0.0%	
Targeted adjustment 2		97	\$23,368	0.4%	
2.0% increase to employees over range max		10	\$5,307	0.1%	
Subtotal - General Pay Increase	1,305	1,296	\$1,229,439	2.0%	
Subtotal - Implementation/Equity Adjustments		297	\$129,075	0.2%	
Total Cost Estimate			\$1,358,514	2.2%	\$60,803,775

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

South San Antonio ISD

Summary of Cost Estimates, 2020-2021

Model 2

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2019-2020 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$54,750 starting salary	618		\$397,609		\$36,549,828
^{1c} 1.0% general pay increase (\$600)		618	\$373,032	1.0%	
Adjustments to years 6, 17, 25		57	\$24,577	0.1%	
Administrative & Professional	138		\$170,146		\$10,215,903
^{1c} 1.0% of pay range midpoint increase		135	\$108,044	1.1%	
Adjustments to 1.0% above pay range minimum		9	\$15,391	0.2%	
Targeted adjustment 2		55	\$43,939	0.4%	
1.0% increase to employees over range max		3	\$2,772	0.0%	
Technology	12		\$11,640		\$652,781
^{1c} 1.0% of pay range midpoint increase		12	\$7,426	1.1%	
Targeted pay equity adjustments		8	\$4,214	0.6%	
Police	16		\$16,646		\$720,269
^{1c} 1.0% of pay range midpoint increase		16	\$7,853	1.1%	
Adjustments to 1.0% above pay range minimum		4	\$3,379	0.5%	
Teacher pay equity adjustments		11	\$5,414	0.8%	
Clerical Technical Support	94		\$45,852		\$3,179,399
^{1c} 1.0% of pay range midpoint increase		87	\$29,641	0.9%	
Adjustments to 1.0% above pay range minimum		12	\$5,962	0.2%	
Targeted pay equity adjustments		27	\$7,658	0.2%	
1.0% increase to employees over range max		7	\$2,591	0.1%	
Instructional Support	136		\$46,849		\$2,814,167
^{1a} 1.0% of pay range midpoint increase		127	\$27,601	1.0%	
Adjustments to 1.0% above pay range minimum		17	\$3,915	0.1%	
Targeted adjustment 2		71	\$15,333	0.5%	
Auxiliary	291		\$117,949		\$6,671,428
^{1c} 1.0% of pay range midpoint increase		281	\$67,601	1.0%	
Adjustments to 1.0% above pay range minimum		46	\$22,042	0.3%	
Placement scale adjustments		6	\$1,012	0.0%	
Targeted adjustment 2		102	\$24,663	0.4%	
1.0% increase to employees over range max		10	\$2,631	0.0%	
Subtotal - General Pay Increase	1,305	1,296	\$629,192	1.0%	
Subtotal - Implementation/Equity Adjustments		425	\$177,500	0.3%	
Total Cost Estimate			\$806,692	1.3%	\$60,803,775

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

South San Antonio ISD

Summary of Models, 2020-2021

Model 1			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Librarians, and Nurses (RN)	\$714,913	\$14,241	\$729,154
Administrative & Professional	\$221,599	\$43,831	\$265,430
Technology	\$14,858	\$3,648	\$18,506
Police	\$15,936	\$6,259	\$22,195
Clerical Technical Support	\$64,291	\$10,246	\$74,537
Instructional Support	\$55,070	\$14,792	\$69,862
Auxiliary	\$142,772	\$36,058	\$178,830
Total	\$1,229,439	\$129,075	\$1,358,514
% of Current Costs	2.0%	0.2%	2.2%

Model 2			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers, Librarians, and Nurses (RN)	\$373,032	\$24,577	\$397,609
Administrative & Professional	\$110,816	\$59,330	\$170,146
Technology	\$7,426	\$4,214	\$11,640
Police	\$7,853	\$8,793	\$16,646
Clerical Technical Support	\$32,232	\$13,620	\$45,852
Instructional Support	\$27,601	\$19,248	\$46,849
Auxiliary	\$70,232	\$47,717	\$117,949
Total	\$629,192	\$177,500	\$806,692
% of Current Costs	1.0%	0.3%	1.3%