



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: February 23, 2026

Agenda Section: Consent

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

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

Description: The 2025–2026 Pay and Compensation Plan includes all pay scales, pay ranges, and stipends for each position within the District. The proposed amendments to the 2025–2026 plan are designed to support the District’s vision, goals, and operational needs by strengthening efforts to recruit and retain highly qualified staff. These adjustments align compensation structures with organizational priorities and promote positive student outcomes.

Historical Data: The SSAISD Board of Managers approved the 2025–2026 Pay and Compensation Plan on August 4, 2025.

Recommendation: Approve the 2025–2026 South San Antonio ISD Pay and Compensation Plan Amendments as presented.

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

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

**South San Antonio ISD**  
**2025-2026 Compensation Plan**  
**Certified Teacher**

2025-2026 Pay Scale		
Years of Experience	Salary for Certified Teachers Eligible for the HB2 TRA	2025-26
		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
7	\$66,237	\$354.21
8	\$66,451	\$355.35
9	\$67,308	\$359.93
10	\$67,736	\$362.23
11	\$68,058	\$363.94
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  
 \* 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**

Years of Experience	Nurses		Lib., ES Counselor & MS ARD Fac.	MS Counselor	HS Counselor	Master Teacher, Instructional Coach & ECHS Counselor	Lead Counselor	2025-26 Daily Rate
	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		
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**  
 South San Antonio ISD

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

<b>6</b>		<b>Daily</b>	<b>\$367.53</b>	<b>\$448.21</b>	<b>\$528.88</b>
Chief of Police	226	<b>210 Days</b>	77,181	94,124	111,065
Controller Finance	226	<b>226 Days</b>	83,062	101,295	119,527
Director, Assessment and Accountability	226	<b>235 Days</b>	86,370	105,329	124,287
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				
<b>7</b>		<b>Daily</b>	<b>\$393.26</b>	<b>\$479.58</b>	<b>\$565.91</b>
Academic Dean, HS	226	<b>210 Days</b>	82,585	100,712	118,841
Associate Principal, HS	226	<b>215 Days</b>	84,551	103,110	121,671
Principal, DAEP	210	<b>226 Days</b>	88,877	108,385	127,896
Principal, MS	215				
<b>8</b>		<b>Daily</b>	<b>\$428.65</b>	<b>\$502.64</b>	<b>\$593.11</b>
Chief of Staff Officer	226	<b>226 Days</b>	96,875	113,597	134,043
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				
<b>9</b>		<b>Daily</b>	<b>\$553.10</b>	<b>\$674.60</b>	<b>\$796.02</b>
Chief Academic Officer	226	<b>226 Days</b>	125,001	152,460	179,901
Chief Financial Officer	226				
<b>10</b>		<b>Daily</b>	<b>\$691.42</b>	<b>\$813.44</b>	<b>\$935.46</b>
Deputy Superintendent	226	<b>226 Days</b>	156,261	183,837	211,414

**2025-2026 Technology Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Daily</b>	<b>\$177.71</b>	<b>\$214.10</b>	<b>\$250.49</b>
	Computer Technician	226	<b>226 Days</b>	40,162	48,387	56,611
	Specialist, Hardware	226				
	Technician, Desktop Service	226				
<b>2</b>			<b>Daily</b>	<b>\$213.24</b>	<b>\$256.92</b>	<b>\$300.60</b>
	Specialist, Telecommunications	226	<b>226 Days</b>	48,192	58,064	67,936
<b>3</b>			<b>Daily</b>	<b>\$255.89</b>	<b>\$308.31</b>	<b>\$360.73</b>
	Specialist, Network	226	<b>226 Days</b>	57,831	69,678	81,525
	Specialist,-Technology	226				
<b>4</b>			<b>Daily</b>	<b>\$307.07</b>	<b>\$369.98</b>	<b>\$432.86</b>
	Administrator, Network	226	<b>226 Days</b>	69,398	83,615	97,826
	Administrator, System	226				
	Administrator, Technology	226				

**2025-2026 Police Pay Plan**  
 South San Antonio ISD

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

**2025-2026 Clerical Technical Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$13.84</b>	<b>\$17.08</b>	<b>\$20.34</b>
	Clerk I, Assessment	210	<b>187 Days</b>	20,705	25,552	30,429
	Clerk I, Office	187, 226	<b>210 Days</b>	23,251	28,694	34,171
	Clerk I, Office CTE	226	<b>226 Days</b>	25,023	30,881	36,775
	Clerk I, Receptionist	226				
<b>2</b>			<b>Hourly</b>	<b>\$15.02</b>	<b>\$18.54</b>	<b>\$22.06</b>
	Clerk II, Appraisal	193	<b>187 Days</b>	22,470	27,736	33,002
	Clerk II, Attendance ES	210	<b>193 Days</b>	23,191	28,626	34,061
	Clerk II, Attendance HS	226	<b>210 Days</b>	25,234	31,147	37,061
	Clerk II, Head Start Bilingual	226	<b>226 Days</b>	27,156	33,520	39,884
	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>\$16.21</b>	<b>\$20.02</b>	<b>\$23.82</b>
	Clerk III, Attendance HS/Data	226	<b>193 Days</b>	25,028	30,911	36,778
	Clerk III, Attendance MS/Data	193, 210	<b>210 Days</b>	27,233	33,634	40,018
	Clerk III, Federal Programs	226	<b>226 Days</b>	29,308	36,196	43,067
	Clerk III, Lead Data Processor	226				
	Clerk III, Office	193, 226				
<b>4</b>			<b>Hourly</b>	<b>\$17.51</b>	<b>\$21.62</b>	<b>\$25.74</b>
	Bookkeeper, Athletics	226	<b>226 Days</b>	31,658	39,089	46,538
	Bookkeeper, Maintenance	235	<b>235 Days</b>	32,919	40,646	48,391
<b>5</b>			<b>Hourly</b>	<b>\$18.92</b>	<b>\$23.35</b>	<b>\$27.79</b>
	Bookkeeper, HS	226	<b>198 Days</b>	29,969	36,986	44,019
	Clerk, PEIMS Data Entry	226	<b>210 Days</b>	31,786	39,228	46,687
	Registrar, HS	226	<b>226 Days</b>	34,207	42,217	50,244
	Secretary, Director	226	<b>235 Days</b>	35,570	43,898	52,245
	Secretary, High School Counselor	226				
	Secretary, Maintenance	235				
	Secretary, Middle School Counselor	198				
	Secretary, Principal ES	210				
	Secretary, Principal MS	210				
	Specialist, Records Management	226				
<b>6</b>			<b>Hourly</b>	<b>\$20.62</b>	<b>\$25.45</b>	<b>\$30.28</b>
	Clerk III, Accounts Payable	226	<b>190 Days</b>	31,342	38,684	46,026
	Licensed Vocational Nurse	190	<b>226 Days</b>	37,281	46,014	54,746
	Secretary, Athletics	226				
	Secretary, Executive Director	226				
	Secretary, Principal HS	226				
	Specialist, Procurement	226				
	Specialist, Webmaster	226				
<b>7</b>			<b>Hourly</b>	<b>\$22.47</b>	<b>\$27.75</b>	<b>\$33.02</b>
	Executive Asst, Chief Academic Officer	226	<b>226 Days</b>	40,626	50,172	59,700
	Executive Asst, Chief Financial Officer	226				
	Executive Asst, Deputy Superintendent	226				
	Specialist, Auxiliary	226				
	Specialist, Benefits	226				
	Specialist, Human Resources	226				
	Specialist, Payroll	226				
<b>8</b>			<b>Hourly</b>	<b>\$28.55</b>	<b>\$34.40</b>	<b>\$40.94</b>
	Senior Executive Asst, Superintendent	226	<b>226 Days</b>	51,618	62,195	74,020

**2025-2026 Instructional Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$13.82</b>	<b>\$16.69</b>	<b>\$19.57</b>
	Instructional Aide	187	<b>187 Days</b>	20,675	24,968	29,277
	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				
<b>2</b>			<b>Hourly</b>	<b>\$14.79</b>	<b>\$17.91</b>	<b>\$21.03</b>
	Campus Monitor	187	<b>187 Days</b>	22,126	26,793	31,461
<b>3</b>			<b>Hourly</b>	<b>\$15.89</b>	<b>\$19.05</b>	<b>\$22.20</b>
	Instructional Aide, Sped	187	<b>187 Days</b>	23,771	28,499	33,211
	Instructional Aide, Sped BAC	187				
	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 Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$14.29</b>	<b>\$16.36</b>	<b>\$18.44</b>
	Bus Aide	190	<b>190 Days</b>	21,721	24,867	28,029
	Custodian	235	<b>235 Days</b>	26,865	30,757	34,667
	Custodian, Athletics	235				
<b>2</b>			<b>Hourly</b>	<b>\$15.35</b>	<b>\$18.59</b>	<b>\$21.83</b>
	Athletic Worker	235	<b>190 Days</b>	23,332	28,257	33,182
	Bus Driver, Non CDL	190	<b>235 Days</b>	28,858	34,949	41,040
	Custodian, Head ES	235				
	Custodian, Head MS	235				
	Custodian, Head HS	235				
	Groundskeeper	235				
	Warehouse, Worker	235				
<b>3</b>			<b>Hourly</b>	<b>\$15.60</b>	<b>\$19.26</b>	<b>\$22.92</b>
	Athletic Worker, Lead	235	<b>235 Days</b>	29,328	36,209	43,090
	General Worker	235				
<b>4</b>			<b>Hourly</b>	<b>\$16.69</b>	<b>\$20.61</b>	<b>\$24.52</b>
	HVAC Apprentice, Tech	235	<b>235 Days</b>	31,377	38,747	46,098
	Maintenance, General Worker II - IPM	235				
	Painter	235				
	Plumber Apprentice	235				
	Warehouse Worker I, Textbook	235				
<b>5</b>			<b>Hourly</b>	<b>\$18.03</b>	<b>\$22.26</b>	<b>\$26.48</b>
	Maintenance, Mechanic I	235	<b>226 Days</b>	32,598	40,246	47,876
	Transportation Dispatcher	226	<b>235 Days</b>	33,896	41,849	49,782
<b>6</b>			<b>Hourly</b>	<b>\$20.37</b>	<b>\$25.15</b>	<b>\$29.93</b>
	Maintenance, Glazier/Locksmith	235	<b>226 Days</b>	36,829	45,471	54,113
	Maintenance, Fire Alarm Tech	235	<b>235 Days</b>	38,296	47,282	56,268
	Mechanic II, Vehicle	235				
	Transportation, Specialist	226				
	Transportation, Trainer	226				
<b>7</b>			<b>Hourly</b>	<b>\$23.22</b>	<b>\$28.66</b>	<b>\$34.11</b>
	Custodian, Supervisor	235	<b>235 Days</b>	43,654	53,881	64,127
	Electrician, Journeyman	235				
	Grounds, Foreman	235				
	HVAC, Journeyman	235				
	Inventories, Foreman	235				
	Plumber, Journeyman	235				
<b>8</b>			<b>Hourly</b>	<b>\$26.71</b>	<b>\$32.98</b>	<b>\$39.23</b>
	Electrician, Foreman	235	<b>226 Days</b>	48,292	59,628	70,928
	Electrician, HVAC, Plumber - Master	235	<b>235 Days</b>	50,215	62,002	73,752
	HVAC, Foreman	235				
	Maintenance, Foreman	235				
	Plumber, Foreman	235				
	Transportation, Supervisor	226				
	Transportation, Foreman	235				
	Warehouse, Foreman	235				
<b>BD</b>			<b>Hourly</b>	<b>\$19.49</b>	<b>\$23.83</b>	<b>\$28.16</b>
	Bus Driver	190	<b>190 Days</b>	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	
<b>1</b>			<b>Hourly</b>	<b>\$15.19</b>	<b>\$18.75</b>	<b>\$22.32</b>
	Cafeteria Worker	190	<b>190 Days</b>	23,089	28,500	33,926
	Cafeteria Porter	190	<b>235 Days</b>	28,557	35,250	41,962
	Warehouse, Work Helper	235				
<b>2</b>			<b>Hourly</b>	<b>\$16.82</b>	<b>\$20.77</b>	<b>\$24.71</b>
	Cafeteria, Manager Trainee	190	<b>190 Days</b>	25,566	31,570	37,559
<b>3</b>			<b>Hourly</b>	<b>\$18.00</b>	<b>\$22.22</b>	<b>\$33.15</b>
	Cafeteria, Asst Manager	190	<b>190 Days</b>	27,360	33,774	50,388
<b>4</b>			<b>Hourly</b>	<b>\$21.97</b>	<b>\$27.12</b>	<b>\$32.28</b>
	Cafeteria, Manager ES & MS	190	<b>190 Days</b>	33,394	41,222	49,066
<b>5</b>			<b>Hourly</b>	<b>\$25.04</b>	<b>\$30.92</b>	<b>\$35.37</b>
	Cafeteria, Manager HS	190	<b>190 Days</b>	38,061	46,998	53,762
	Secretary, Child Nutrition	226	<b>226 Days</b>	45,272	55,903	63,949
	Specialist, Procurement	226				
<b>6</b>			<b>Hourly</b>	<b>\$26.71</b>	<b>\$32.97</b>	<b>\$39.24</b>
	Child Nutrition, Area Supervisor	226	<b>226 Days</b>	48,292	59,610	70,946
	Warehouse, Foreman	235	<b>235 Days</b>	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	\$4,000
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
<b>Designated Master Teacher - Elementary</b>	<b>\$5000 semester</b>
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
Grant Funded Stipends	as determined by grant
Teacher Incentive Allotment - Payout based on the TEA requirements	
<b>Elementary School Level</b>	
*Club Sponsor (paid out in Dec./May)	\$250
*UIL Coordinator (paid out in Dec./May)	\$500
*UIL Sponsor (paid out in May)	\$250
<b>Middle School Level</b>	
*Club Sponsor (paid out in Dec./May)	\$250
*UIL Coordinator (paid out in Dec./May)	\$750
*UIL One Act Play	\$1,000
*UIL Sponsor (paid out in May)	\$250 per event
Yearbook, Cheerleader	\$1,200
MS- Assistant Band Director	\$5,000
MS- Band Director	\$7,000
<b>*Club and UIL Sponsors must have a minimum of 5 students participating</b>	

<b>High School Level</b>		
Dual Credit Stipend - per college section/semester (depending on enrollment)		\$600-\$1000 (paid out in Dec./May)
HS Auditorium Coordinator		\$1,400
HS Media Coordinator		\$2,000
One Act Play		\$3,000
UIL Coordinator (paid out in Dec./May)		\$1,200
UIL Sponsors (paid out in May)		\$250 per event
Pep squad		\$2,500
Cheer		\$7,000
Dance		\$7,000
Yearbook, Debate, Newspaper		\$1,600
HS- Assistant Band Director		\$9,000
HS- Band Director		\$15,000
Mariachi Director		\$10,000
Mariachi Assistant Director		\$5,000
<b>Career &amp; Technology Education (Competition Stipends)</b>		<b>Paid out in Dec./May</b>
Audio/Video		\$1,000
Business (DECA)		\$1,000
Business (DECA) II		\$600
Cosmetology		\$600
Culinary Arts		\$1,200
Cyber/E-sports		\$2,000
Cyber/E-sports II		\$1,000
Cyber/E-sports III		\$500
Electrical Technology		\$600
Engineering		\$2,000
Future Farmers of America (FFA)		\$1,000
Health Occupations Student of America (HOSA)		\$600
HVAC		\$600
Law Enforcement		\$1,200
Refinishing		\$600
Welding		\$1,000
Truancy Officer Mileage		\$1,200
Traveling Teacher Mileage		\$1,200
<b>One-Time Sign-on bonus for the 2025-26 SY (must be employed by August 31st, 2025)</b>		
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
<b>*Club and UIL Sponsors must have a minimum of 5 students participating</b>		

2025-2026 Athletic Stipends			
Category	Assignment	Level	Stipend
<b>Middle School</b>			
	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
<b>High School</b>			
	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
<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 - Head Coach	High School	15,000
	Football Defensive Coordinator	High School	10,000
	Football Offensive Coordinator	High School	10,000
<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 2025-2026</b>	<b>Current</b>
After School Program Assistant	\$18 hourly
After School Program Facilitator	\$28 hourly
After School Program Lead Facilitator	\$35 hourly
Avid Tutor, LSSP Interns, Temporary Teachers/Professionals (Degreed), Part-Time Tutors (Non-Certified)	\$25 hourly
CDL License	\$50 per round trip
Part-Time Certified Peace Officer	\$30 hourly
Part-Time Parent Liaisons & Cafeteria Workers	\$16 hourly
Part-Time PK Classroom Monitors	\$15 hourly
Professional Development and Curriculum Writing	\$30 hourly
Saturday School, Tutorials, Part-Time Tutors (Certified)	\$40 hourly
Student Intern Workers - Grant Funded	per grant
Summer School Cafeteria Manager and Bus Driver	Hourly Pay
Summer School Certified Campus Administrator	\$50 Hourly
Summer School Certified Teacher (Secondary Math and Science, Bilingual and Special Education)	\$45 hourly
Summer School Certified Teacher, Social Worker, Registered Nurse and Counselor	\$40 hourly
Summer School Coordinator	\$60 hourly
Summer School Food Service Worker and Bus Aide	\$18 hourly
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
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
<b>Substitute Pay Plan 2025-2026</b>	<b>Current</b>
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

<b>2025-2026 Police Department Certification Pay</b>	
<b>TCOLE Certification - Certified Peace Officer</b>	<b>Certification Pay (prorated based on start date/certification date)</b>
Advance Peace Officer	\$3,000
Firearms or Basic Instructor, Mental Health Officer	\$250
Intermediate Peace Officer	\$1,500
Master Peace Officer	\$4,500
<b>TCOLE Certification - Dispatcher</b>	<b>Certification Pay (prorated based on start date/certification date)</b>
Advance Dispatcher Proficiency	\$500
Intermediate Dispatcher Proficiency	\$250
Master Dispatcher Proficiency	\$750
<b>Degree</b>	<b>Certification Pay (prorated based on start date/degree date)</b>
Associates	\$250
Bachelors	\$500
Masters	\$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