



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 20, 2022

Agenda Section: Discussion and Possible Action

Agenda Item Title: 2022-2023 Pay and Compensation Plan

From: Mr. Henry Yzaguirre, Interim Superintendent

Additional Presenters if Applicable: Mr. Maximilian Flores, Executive Director of Human Resources

Description: South San Antonio ISD (SSAISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to provide pay system maintenance report. Based on the information from TASB report and the job market condition, South San Antonio ISD developed the 2022- 2023 Pay and Compensation Plan.

Historical Data: Compensation Plan is approved annually.

Recommendation: Approve the 2022-2023 Compensation Plan as presented.

Funding Budget Code and Amount: N/A



Proposed 2022-2023 Compensation Plan Highlights

- Three percent increase in salaries for all employees who are on the teacher pay scale and campus administrators
- Adjust salaries for all employees who are on the teacher pay scale to the correct pay steps based on years of experience
- Six percent increase in salaries for auxiliary staff who are on pay grade 1 and 2 of the auxiliary pay scale
- Six percent increase in salaries for bus drivers
- Three percent increase in salaries for all other auxiliary and clerical staff
- Salaries for employee who are on pay grade 9 and 10 of the administrator pay scale remain the same as in the 2021-22 Pay and Compensation plan
- Two percent increase in salaries for all other employees
- \$1,000 retention payment for all staff
- Maintain \$0 contribution from employee for employee only health insurance premium

South San Antonio ISD
Proposed 2022-2023 Compensation Plan
Teachers, Librarians, Instructional Coaches, Counselors and Nurses (RN)

		2022-2033 Pay Scale							
		Teacher	Nurses	Lib& ES Counselor	MS Counselor	HS Counselor	Ins. Coach	Lead Counselor	
Years of Experience	2021-22 187 Day Salary	3% GPI 187	3% GPI 190	3% GPI 193	3% GPI 198	3% GPI 202	3% GPI 210	3% GPI 226	2022-23
		days	days	days	days	days	days	days	Daily Rate
0	\$54,500	\$56,135	\$57,036	\$57,936	\$59,437	\$60,638	\$63,039	\$67,842	\$300.19
1	\$54,700	\$56,341	\$57,245	\$58,149	\$59,655	\$60,860	\$63,271	\$68,091	\$301.29
2	\$54,850	\$56,496	\$57,402	\$58,308	\$59,819	\$61,027	\$63,444	\$68,278	\$302.11
3	\$55,358	\$57,019	\$57,933	\$58,848	\$60,373	\$61,592	\$64,032	\$68,910	\$304.91
4	\$55,735	\$57,407	\$58,328	\$59,249	\$60,784	\$62,012	\$64,468	\$69,380	\$306.99
5	\$55,985	\$57,665	\$58,590	\$59,515	\$61,057	\$62,290	\$64,757	\$69,691	\$308.37
6	\$56,185	\$57,871	\$58,799	\$59,727	\$61,275	\$62,513	\$64,988	\$69,940	\$309.47
7	\$56,985	\$58,695	\$59,636	\$60,578	\$62,147	\$63,403	\$65,914	\$70,936	\$313.87
8	\$57,385	\$59,107	\$60,055	\$61,003	\$62,583	\$63,848	\$66,376	\$71,434	\$316.08
9	\$57,685	\$59,416	\$60,369	\$61,322	\$62,911	\$64,182	\$66,723	\$71,807	\$317.73
10	\$57,985	\$59,725	\$60,683	\$61,641	\$63,238	\$64,515	\$67,070	\$72,180	\$319.38
11	\$58,285	\$60,034	\$60,997	\$61,960	\$63,565	\$64,849	\$67,417	\$72,554	\$321.04
12	\$58,585	\$60,343	\$61,311	\$62,279	\$63,892	\$65,183	\$67,764	\$72,927	\$322.69
13	\$58,885	\$60,652	\$61,625	\$62,598	\$64,219	\$65,517	\$68,111	\$73,301	\$324.34
14	\$59,185	\$60,961	\$61,939	\$62,917	\$64,546	\$65,850	\$68,458	\$73,674	\$325.99
15	\$59,485	\$61,270	\$62,252	\$63,235	\$64,874	\$66,184	\$68,805	\$74,048	\$327.64
16	\$59,785	\$61,579	\$62,566	\$63,554	\$65,201	\$66,518	\$69,152	\$74,421	\$329.30
17	\$60,185	\$61,991	\$62,985	\$63,980	\$65,637	\$66,963	\$69,615	\$74,919	\$331.50
18	\$60,885	\$62,712	\$63,718	\$64,724	\$66,400	\$67,742	\$70,425	\$75,790	\$335.36
19	\$61,185	\$63,021	\$64,032	\$65,043	\$66,728	\$68,076	\$70,772	\$76,164	\$337.01
20	\$61,485	\$63,330	\$64,346	\$65,362	\$67,055	\$68,409	\$71,119	\$76,537	\$338.66
21	\$61,785	\$63,639	\$64,659	\$65,680	\$67,382	\$68,743	\$71,466	\$76,911	\$340.31
22	\$62,285	\$64,154	\$65,183	\$66,212	\$67,927	\$69,300	\$72,044	\$77,533	\$343.07
23	\$62,885	\$64,772	\$65,811	\$66,850	\$68,582	\$69,967	\$72,738	\$78,280	\$346.37
24	\$63,185	\$65,081	\$66,125	\$67,169	\$68,909	\$70,301	\$73,085	\$78,653	\$348.02
25	\$63,685	\$65,596	\$66,648	\$67,700	\$69,454	\$70,857	\$73,663	\$79,276	\$350.78
26	\$64,585	\$66,523	\$67,590	\$68,657	\$70,436	\$71,859	\$74,704	\$80,396	\$355.74

The salaries listed above are based on 10, 11 or 12 month employment for the 22-23 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.

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

2022-2023 Proposed Administrative & Professional Pay Plan
 South San Antonio ISD

Pay Grade				Minimum	Midpoint	Maximum	2% GPI	3% GPI
1				Daily	\$212.33	\$262.14	\$311.95	
	Facilitator, Testing	226	226 Days	47,987	59,244	70,501	\$5.14	\$6.12
	Specialist, ERSEA	226					\$1,162	\$1,383
	Specialist, Family Engagement	226						
	Print Shop Manager	226						
	Truancy Attendance Officer 226	226						
2				Daily	\$246.31	\$304.08	\$361.86	
	Athletic Trainer, Asst	187	187 Days	46,060	56,863	67,668	\$5.96	\$8.94
	Coordinator, HS Testing	226	198 Days	48,769	60,208	71,648	\$1,115	\$1,672
	Licensed Clinical Social Worker	198	202 Days	49,755	61,424	73,096	\$1,180	\$1,770
	Licensed Clinical Social Worker Lead	215	207 Days	50,986	62,945	74,905	\$1,204	\$1,806
	Facilitator, Head Start Family Services	210, 226	210 Days	51,725	63,857	75,991	\$1,234	\$1,851
	Facilitator, Dual Credit	202	215 Days	52,957	65,377	77,800	\$1,252	\$1,877
	Mentor, Head Start Readiness	210	226 Days	55,666	68,722	81,780	\$1,281	\$1,922
	Speech Language Pathologist, Asst	187					\$1,347	\$2,020
3				Daily	\$285.72	\$352.74	\$419.76	
	Athletic Trainer	187	187 Days	53,430	65,962	78,495	\$6.92	\$10.37
	College Advisor	202	202 Days	57,715	71,253	84,792	\$1,294	\$1,939
	Coordinator, Head Start Family Services	226	210 Days	60,001	74,075	88,150	\$1,398	\$2,095
	Enrollment, Truancy & Dropout Coordinator	226	226 Days	64,573	79,719	94,866	\$1,453	\$2,178
	Facilitator, Bilingual/ESL	226					\$1,564	\$2,344
	Facilitator, Special Ed	226						
	Facilitator, Teen Parenting	187						
	Facilitator, Special ED ARD/Inclusion	187						
	General Accountant	226						
	Specialist, Academic	210						
4				Daily	\$300.00	\$370.37	\$440.74	
	Asst Principal, ES	198	198 Days	59,400	73,333	87,267	\$7.26	\$10.89
	Asst Principal, MS	202	202 Days	60,600	74,815	89,029	\$1,437	\$2,156
	Athletic Coordinator/Head Football	226	207 Days	62,100	76,667	91,233	\$1,467	\$2,200
	Coordinator, Bilingual/ESL	226	215 Days	64,500	79,630	94,759	\$1,503	\$2,254
	Coordinator, Career Technology Education	226	226 Days	67,800	83,704	99,607	\$1,561	\$2,341
	Asst Director, Child Nutrition	226					\$1,641	\$2,461
	Chief of Police	226						
	Coordinator, ERSEA	226						
	Coordinator, Health Services	202, 215						
	Coordinator, HR	226						
	Coordinator, Testing	226						
	Coordinator, PEIMS	226						
	Academic Coordinator	226						
	LSSP	202						
	Specialist, Behavior	207						
	Specialist, Head Start	226						
	Diagnostician	202						
	SLP	202						
5				Daily	\$318.00	\$392.60	\$467.19	
	Asst Athletic Director	226	210 Days	66,780	82,446	98,110	\$7.70	\$11.55
	Asst Principal, HS	210	226 Days	71,868	88,728	105,585	\$1,617	\$2,426
							\$1,740	\$2,610
6				Daily	\$341.24	\$416.15	\$491.06	
	Controller Finance	226	220 Days	75,073	91,553	108,033	\$8.16	\$12.24
	Director, Athletics	226	226 Days	77,120	94,050	110,980	\$1,795	\$2,693
	Director, Child Nutrition	226					\$1,844	\$2,766
	Director, Communications and Marketing	226						
	Director, Early College HS	226						
	Director, ECC & 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, Facilities	226
Director of Teaching and Learning	226
Director, Federal & State Program	226
Director, Special Education	226
Principal, ES	220

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

Daily	\$365.13	\$445.28	\$525.43
226 Days	82,519	100,633	118,747

\$8.73	\$13.10
\$1,973	\$2,961

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

Daily	\$397.99	\$485.36	\$572.72
226 Days	89,946	109,691	129,435

\$9.52	\$14.28
\$2,152	\$3,227

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Chief Academic Officer	226
Chief Financial Officer	226

Daily	\$465.65	\$567.86	\$670.07
226 Days	105,237	128,336	151,436

\$11.13
\$2,515

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Deputy Superintendent	226
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Daily	\$641.97	\$755.26	\$868.55
226 Days	145,085	170,689	196,292

\$14.81
\$3,347

2022-2023 Proposed Technology Pay Plan
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
1			Daily	\$165.00	\$198.79	\$232.58	\$5.79
	Computer Technician	226	226 Days	37,289	44,927	52,564	\$1,309
	Specialist, Hardware	226					
	Technician, Desktop Service	226					
2			Daily	\$197.99	\$238.55	\$279.10	\$6.95
	Specialist, Telecommunications	226	226 Days	44,747	53,912	63,077	\$1,570
3			Daily	\$237.59	\$286.26	\$334.92	\$8.34
	Administrator, Computers & Mobile Devices	226	226 Days	53,696	64,694	75,692	\$1,884
	Specialist, Information Technology Support	226					
	Specialist, Network	226					
4			Daily	\$285.11	\$343.51	\$401.90	\$10.01
	Administrator, Network	226	226 Days	64,435	77,632	90,830	\$2,261
	Administrator, System	226					

2022-2023 Proposed Police Pay Plan
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
1	Communications Operator Security Officer	226 226	Hourly	\$17.10	\$20.60	\$24.10	\$0.60
			226 Days	30,913	37,245	43,576	\$1,085
2	Certified Peace Officer	226	Hourly	\$21.63	\$25.75	\$29.87	\$0.75
			226 Days	39,107	46,556	54,005	\$1,356
3	Sergeant, Certified Peace Officer	226	Hourly	\$27.47	\$32.70	\$37.93	\$0.95
			226 Days	49,666	59,126	68,586	\$1,722
4	Lieutenant	226	Hourly	\$34.62	\$41.21	\$47.80	\$1.20
			226 Days	62,587	74,508	86,430	\$2,170

2022-2023 Proposed Clerical Technical Support Pay Plan
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI
1						
			Hourly	\$12.85	\$15.86	\$18.88
			183 Days			\$0.46
	Clerk I, Assessment	207	18,810	23,222	27,634	\$676
	Clerk I, Office	183, 226	21,277	26,267	31,258	\$765
	Clerk I, Office CTE	183	23,230	28,678	34,127	\$835
	Clerk I, Receptionist	226				
2						
			Hourly	\$13.94	\$17.21	\$20.48
			183 Days			\$0.50
	Clerk II, Appraisal	193, 207	20,410	25,197	29,985	\$734
	Clerk II, Attendance ES	193	21,525	26,574	31,623	\$774
	Clerk II, Attendance HS	193	25,206	31,118	37,030	\$906
	Clerk II, Head Start Bilingual	226				
	Clerk II, Library	183				
	Clerk II, Office	183, 193				
	Clerk II, SEMS	226				
	Clerk II, Special Ed	226				
3						
			Hourly	\$15.06	\$18.59	\$22.12
			193 Days			\$0.54
	Clerk III, Attendance HS/Data	193	23,251	28,705	34,159	\$836
	Clerk III, Attendance MS/Data	193, 207	24,938	30,788	36,637	\$897
	Clerk III, Federal Programs	226	27,227	33,613	40,000	\$979
	Clerk III, Lead Data Processor	226				
	Clerk III, Office	193				
	Clerk, Print Shop	193				
4						
			Hourly	\$16.26	\$20.07	\$23.89
			226 Days			\$0.58
	Bookkeeper, Athletics	226	29,399	36,295	43,191	\$1,057
	Bookkeeper, Maintenance	226				
	Clerk, PEIMS Data Entry	226				
	Secretary, Help Desk Technician	226				
	Secretary, Head Start Program	226				
	Specialist, Records Management	226				
5						
			Hourly	\$17.56	\$21.68	\$25.80
			198 Days			\$0.63
	Admin Asst, Gear UP	226	27,818	34,343	40,869	1,000
	Bookkeeper, HS	226	29,083	35,905	42,726	1,046
	Clerk III, Accounts Payable	226	31,752	39,200	46,648	\$1,142
	Registrar, HS	226				
	Secretary, Principal ES	207				
	Secretary, Principal MS	207				
	Secretary, Transportation	226				
	Secretary, Special Education	226				
	Secretary, Middle School Counselor	198				
	Secretary, High School Counselor	226				
6						
			Hourly	\$19.14	\$23.63	\$28.12
			190 Days			\$0.69
	Secretary, Athletics	226	29,091	35,915	42,739	\$1,046
	Secretary, Child Nutrition	226	34,603	42,720	50,837	\$1,244
	Secretary, Director Bilingual	226				
	Secretary, Director Maintenance	226				
	Secretary, Principal HS	226				
	Licensed Vocational Nurse	190				

Specialist, Procurement 226
 Secretary, Executive Director 226
 Specialist, Marketing 226
 Specialist, Multi Media/Communications 226
 Specialist, Webmaster 226

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Executive Asst, Chief Academic Officer 226
 Executive Asst, Chief Financial Officer 226
 Specialist, Auxiliary 226
 Specialist, Leave 226
 Specialist, Human Resources 226
 Specialist, Payroll 226
 Specialist, Risk Management 226
 Specialist, HR Position Management 226

Hourly	\$20.87	\$25.76	\$30.65	\$0.75
226 Days	37,725	46,575	55,424	\$1,357

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Senior Executive Asst, Superintendent 226

Hourly	\$26.51	\$31.94	\$38.01	\$0.93
226 Days	47,931	57,748	68,720	\$1,682

2022-2023 Proposed Instructional Support Pay Plan
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
1			Hourly	\$11.64	\$14.37	\$17.10	\$0.42
	Instructional Aide	183	183 Days	17,039	21,035	25,032	\$613
	Instructional Aide, Bilingual	183					
	Instructional Aide, ESL	183					
	Instructional Aide, Head Start	183					
	Instructional Aide, Head Start/Bil	183					
	Instructional Aide, PE	183					
	Instructional Aide, Pre-K	183					
	Instructional Aide, Pre-K/Bil	183					
	Instructional Aide, Pre-K/Head Start	183					
Instructional Aide, Pre-K/Head Start/Bil	183						
2			Hourly	\$12.57	\$15.52	\$18.47	\$0.45
	Aide, Nurse	183	183 Days	18,407	22,724	27,042	\$662
	Campus Monitor	187	187 Days	18,809	23,221	27,633	\$676
	Instructional Aide, Computer Lab	183					
	Instructional Aide, CTE	183					
	Instructional Aide, Sped	183					
	Instructional Aide, Sped Inclusion/Resource	183					
	Instructional Aide, Teen Parenting	183					
3			Hourly	\$13.61	\$16.60	\$19.59	\$0.48
	Instructional Aide, Bilingual	183	183 Days	19,932	24,308	28,683	\$708
	Instructional Aide, Sped BAC	183	187 Days	20,368	24,839	29,310	\$723
	Instructional Aide, Sped LifeSkills	183					
	Instructional Aide, Sped PPCD	183					
	Instructional Aide, Sped SSTEP	183					
	Instructional Aide, Sped VAC	183					
	Parent Liaison	187					

2022-2023 Proposed Auxiliary Pay Plan
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	6% GPI	
1							
	Bus Aide	190	Hourly 190 Days	\$12.07 18,346	\$14.03 21,332	\$16.00 24,319	\$0.79 \$1,207
	Bus Driver, Non CDL	190	226 Days	21,822	25,374	28,927	\$1,436
	Cafeteria Worker	190					
	Custodian	226					
	Custodian, Athletics	226					
	Custodian, Food Service	190					
2							
	Athletic Worker	226	Hourly 190 Days	\$13.08 19,876	\$16.14 24,539	\$19.21 29,201	\$0.91 \$1,389
	Cafeteria, Manager Trainee	190	226 Days	23,642	29,188	34,734	\$1,652
	Custodian, Head ES	226					
	Custodian, Head HS	226					
	Custodian, Head MS	226					
	Groundskeeper	226					
	Warehouse, Work Helper	226					
3% GPI							
3							
	Cafeteria, Asst Manager	190	Hourly 190 Days	\$14.48 22,015	\$17.88 27,179	\$21.28 32,343	\$0.52 \$792
	Athletic Worker, Lead	226	226 Days	26,186	32,328	38,471	\$942
	General Worker	226					
4							
	Cafeteria, Manager ES	190	Hourly 190 Days	\$15.50 23,562	\$19.14 29,089	\$22.77 34,616	\$0.56 \$847
	HVAC Apprentice	226	226 Days	28,026	34,600	41,174	\$1,008
	Maintenance, General Worker II - IPM	226					
	Painter	226					
	Plumber Apprentice	226					
5							
	Cafeteria, Manager MS	190	Hourly 190 Days	\$16.74 25,439	\$20.66 31,406	\$24.59 37,373	\$0.60 \$915
	Maintenance, Mechanic I	226	226 Days	30,259	37,357	44,454	\$1,088
	Transportation, Trainer	226					
6							
	Cafeteria, Manager HS	190	Hourly 190 Days	\$18.91 28,749	\$23.35 35,492	\$27.79 42,236	\$0.68 \$1,034
	Maintenance, Glazier/Locksmith	226	226 Days	34,196	42,217	50,238	\$1,230
	Maintenance, Fire Alarm Tech	226					
	Mechanic II, Vehicle	226					
7							
	Grounds, Foreman	226	Hourly 226 Days	\$21.56 38,977	\$26.62 48,120	\$31.67 57,263	\$0.78 \$1,402
	Custodian, Supervisor	226					
	Electrician, Journeyman	226					
	HVAC, Journeyman	226					
	Plumber, Journeyman	226					
	Warehouse, Foreman	226					
8							
	Child Nutrition, Area Supervisor	226	Hourly 226 Days	\$24.80 44,830	\$30.61 55,346	\$36.43 65,861	\$0.89 \$1,612
	Electrician, Foreman	226					
	HVAC, Foreman	226					
	Maintenance, Foreman	226					
	Plumber, Foreman	226					
6% GPI							

BD						
Bus Driver	190	Hourly	\$16.07	\$19.84	\$23.61	\$1.12
Bus Driver, Special Ed	190	190 Days	24,431	30,162	35,892	\$1,707

Note:

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

	Stipend Recommendations 2022-2023	Yearly
	Certified Bilingual/ESL Teacher Teaching in Bilingual/ESL Class	\$2,000
	Certified Secondary Math Teachers Teaching in Math Class	\$6,000
	Certified Secondary Science Teachers Teaching in Science Class	\$6,000
	Certified ELAR Teachers Teaching in ELAR Class	\$1,200
	Special Education Teachers Teaching in Special Education	\$2,000
	LSSP, Diagnosticians, and Speech Language Pathologists	\$3,000
	**LSSP, (Retention) \$1,000 per year up to 5 years	\$1,000
	LSSP, Diagnosticians, and Speech Language Pathologists Bilingual	\$1,400
	Lead LSSP	\$1,000
	Dyslexia Program Lead Teacher	\$1,000
	Valued Youth Program Lead Teacher	\$500
	*New Teacher Mentor	\$300
	Teacher Compensation Allotment (Teachers placed on Career Ladder as of 08-31-93)	
	Level II	\$1,500
	Level III	\$3,000
	Elementary Level	
	Grade Level Chair	\$800
	BAC Professional	\$1,500
	Career & Technology Education	
	*Robotics	\$1,500
	*Print Imaging	\$750
	*Cosmetology	\$1,000
	*Refinishing	\$750
	*Cyber Patriot	\$500
	*Texas Assn for Future Educators	\$500
	*Architecture	\$500
	*Health Occupations Student of America (HOSA)	\$500
	*Architecture, Construction & Engineering Mentor (A)	\$500
	*Future Farmers of America (FFA)	\$1,000
	*Culinary Arts	\$1,000
	Middle School Level	
	Department Heads [Core]	\$1,200
	Dept. Heads [PE, SPED, Electives]	\$800
	BAC	\$2,600

	Sponsors	
	Yearbook, Cheerleader, Newspaper	\$1,200
	UIL One Act Play	\$1,000
	Club	\$250
	MS- Assistant Band Directors (19 days @ daily rate)	\$2,000
	MS- Band Directors (19 days @ daily rate)	\$2,500
	High School Level	
	Department Heads [Core]	\$2,000
	Dept. Heads [PE, Electives, SPED, Fine Arts]	\$1,500
	BAC	\$3,300
	HS Auditorium Coordinator	\$1,400
	HS Media Coordinator	\$2,000
	Sponsor	
	One Act Play	\$3,000
	UIL Coordinator	\$1,200
	One Act Play	\$3,000
	Pepsquad	\$2,700
	Yearbook, Debate, Newspaper	\$1,600
	Cheer & Dance (15 days @daily rate)	\$1,600
	HS- Assistant Band Directors (19 days @ daily rate)	\$3,500
	HS- Band Directors (19 days @ daily rate)	\$4,000
	HS - Mariachi	\$3,000
	Middle & High School UIL Sponsors	\$250 per event
	Elementary Club Sponsor	\$250
	Elementary UIL Sponsor	\$250
	Campus Website Manager	\$1,000
	Campus Technology Representative	\$1,000
1	Lead Counselor	\$1,500
1	Lead Librarian (Districtwide)	\$3,000
	*Attendance Stipend - Paid in two installments (December and June)	\$1,000

* To qualify for the Attendance Stipend an employee must must work for South San ISD from August 4, 2022 to May 26, 2022 and not have any dock pay from unapproved leave.

Category	Assignment	Level	Stipend
Athletics			
Middle School			
	MS Athletic Coordinator	Junior High	500
	Basketball	Junior High	2,000
	Football	Junior High	2,750
	Soccer	Junior High	2,000
	Track	Junior High	2,000
	Volleyball	Junior High	2,000
High School			
	Summer Asst. (paid at the end of summer)	High School	1,800
	Asst. Athletic Trainer	High School	11,500
	Athletic Trainer	High School	12,500
Year Round Sports			
Tennis			
	Tennis - Asst	High School	4,000
	Tennis - Head	High School	5,500
Golf			
	Golf - Asst	High School	4,000
	Golf - Head	High School	5,500
Fall Sports			
Cross Country(Fall)			
	Cross Country - Asst	High School	3,750
	Cross Country - Head	High School	5,250
Football (Fall)			
	Football - Asst	High School	6,500
	Football Offensive Coordinator	High School	8,500
	Football Defensive Coordinator	High School	8,500
	Football - Head Coach	High School	15,000
Volleyball (Fall)			
	Volleyball - Asst	High School	4,500
	Volleyball - Head	High School	7,250
Spring Sports			
Swimming (Spring)			
	Swimming - Head	High School	5,000
Basketball (Spring)			
	Basketball - Asst	High School	4,500
	Basketball - Head	High School	7,250
Soccer (Spring)			
	Soccer - Asst.	High School	4,000
	Soccer - Head	High School	5,750
Track & Field (Spring)			
	Track - Asst	High School	3,750
	Track - Head	High School	5,250
Softball (Spring)			
	Softball - Asst	High School	4,500
	Softball - Head	High School	7,250
Baseball (Spring)			
	Baseball - Asst	High School	4,500
	Baseball - Head	High School	7,250

Other Salary/ Duties 2021-2022		Current	
Saturday School, Tutorials, Tutors, Part-time Employees (Professional)		\$30 hourly	
Summer School Food Service Worker, Cafeteria Manager, Bus Drivers and Bus Aide		Hourly Pay	
Summer School Instructional Aide and LVN		\$18 hourly	
Summer School Certified Teachers		\$40 Hourly	
Summer School Certified Campus Administrator		\$50 Hourly	
Substitute Teacher Pay Plan 2021-2022		Current	Mon & Fri
Assistant Principal		\$195 daily	
Non-Degreed (Teacher)		\$90 daily	\$100
Degree with teaching certificate		\$110 daily	\$120
Degree without teaching certificate		\$100 daily	\$110
After 10 consecutive days for the same teacher, 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	