



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: May 18, 2022

Agenda Section: Consent

Agenda Item Title: 2021-2022 Pay and Compensation Plan Amendment

From: Mr. Max Flores, Executive Director of Human Resources

Additional Presenters if Applicable:

Description: The current 2021 - 2022 compensation plan contains all scales, pay ranges, and stipends for every position within the District. The regular school year is coming to an end and the summer sessions will begin soon. Some positions needed to support the vision and operation of the summer school program. The transportation department is reclassifying a mechanic II position to a Field Trip Clerk position. These positions and changes are included in this amendment.

Historical Data: The 2021 - 2022 Compensation plan was approved on August 18, 2021.

Recommendation: Approve the 2021 - 2022 Compensation Plan amendments as recommended.

Funding Budget Code and Amount: 211 E 11 6119 00 699 2 30 0 00

**2021-2022 Proposed Auxiliary Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Bus Aide	190	<b>Hourly</b>	<b>\$11.45</b>	<b>\$13.24</b>	<b>\$15.03</b>
	Bus Driver, Non CDL	190	<b>190 Days</b>	17,404	20,125	22,846
	Cafeteria Worker	190	<b>226 Days</b>	20,702	23,938	27,174
	Custodian	226				
	Custodian, Athletics	226				
	Custodian, Food Service	190				
<b>2</b>						
	Athletic Worker	226	<b>Hourly</b>	<b>\$12.33</b>	<b>\$15.23</b>	<b>\$18.13</b>
	Athletic Worker, Lead	226	<b>190 Days</b>	18,742	23,150	27,558
	Cafeteria, Manager Trainee	190	<b>226 Days</b>	22,293	27,536	32,779
	Custodian, Head ES	226				
	Custodian, Head HS	226				
	Custodian, Head MS	226				
	Groundskeeper	226				
	Warehouse, Work Helper	226				
<b>3</b>						
	Cafeteria, Asst Manager	190	<b>Hourly</b>	<b>\$14.06</b>	<b>\$17.36</b>	<b>\$20.66</b>
	Custodian, Head HS	226	<b>190 Days</b>	21,371	26,387	31,403
	General Worker	226	<b>226 Days</b>	25,420	31,387	37,353
<b>4</b>						
	Cafeteria, Manager ES	190	<b>Hourly</b>	<b>\$15.05</b>	<b>\$18.58</b>	<b>\$22.11</b>
	HVAC Apprentice Technician	226	<b>190 Days</b>	22,876	28,242	33,607
	Maintenance, General Worker II - IPM	226	<b>226 Days</b>	27,210	33,593	39,975
	Painter	226				
	Plumber Apprentice	226				
<b>5</b>						
	Cafeteria, Manager MS	190	<b>Hourly</b>	<b>\$16.25</b>	<b>\$20.06</b>	<b>\$23.87</b>
	Maintenance, Mechanic I	226	<b>190 Days</b>	24,700	30,491	36,282
	Transportation, Trainer	226	<b>226 Days</b>	29,380	36,268	43,157
<b>6</b>						
	Cafeteria, Compliance Supervisor	226	<b>Hourly</b>	<b>\$18.37</b>	<b>\$22.67</b>	<b>\$26.97</b>
	Cafeteria, Manager HS	190	<b>190 Days</b>	27,922	34,458	40,994
	Maintenance, Glazier/Locksmith	226	<b>226 Days</b>	33,213	40,987	48,762
	Cafeteria, Manager HS	190				
	Mechanic II, Vehicle	226				

7		Hourly	\$20.93	\$25.84	\$30.75
Athletics/Grounds, Foreman	226	226 Days	37,841	46,719	55,596
Custodian, Supervisor	226				
Electrician, Journeyman	226				
HVAC, Journeyman <del>Master</del>	226				
Plumber, Journeyman	226				
Warehouse, Foreman	226				

8		Hourly	\$24.07	\$29.72	\$35.37
Child Nutrition, Area Supervisor	226	226 Days	43,519	53,734	63,949
Electrician, Foreman	226				
HVAC, Foreman	226				
Maintenance, Foreman	226				
Plumber, Foreman	226				

BD		Hourly	\$15.20	\$18.72	\$22.24
Bus Driver	190	190 Days	23,104	28,454	33,805
Bus Driver, Special Ed	190				

**Note:**

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

<b>Other Salary/ Duties 2021-2022</b>	<b>Current</b>
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
<b>Substitute Teacher Pay Plan 2021-2022</b>	<b>Current</b>
Assistant Principal	\$195 daily
Teacher Positions	
Degree with teaching certificate	\$100 daily
Degree without teaching certificate	\$95 daily
Over 60 college hours	\$75 daily
Below 60 college hours	\$60 daily
After 10 consecutive days for the same teacher, the increase to the daily rate beginning on the 11 day	\$10 daily
Instructional Aide 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
- All other information related to the 2021-22 compensation plan remains consistent with the previous board approved version.	