



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 31, 2020

Purpose:  Presentation/Report  Recognition  Discussion/ Possible Action

Closed/Executive Session  Work Session  Discussion Only  Consent

From: Jeff Baum, Deputy Superintendent for Business and Operations

Item Title: Consider the approval of the 2020-2021 Pay and Compensation Plan

Description: The 2020-2021 Pay and Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District.

Historical Data: The Board of Trustees approves a Pay and Compensation plan for each fiscal year.

Recommendation: That the Board approve the 2020-2021 Pay and Compensation plan as recommended.

District Goal/Strategy:

Strategy 1 We will engage all school community members through transparency and effective communication to promote a positive perception and create a strong brand.

Funding Budget Code and Amount:

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

\_\_\_\_\_

\_\_\_\_\_

CFO Funding Approval:

\_\_\_\_\_

\_\_\_\_\_

Superintendent:

\_\_\_\_\_

\_\_\_\_\_

## Compensation Plan Adjustments and Changes

### Positional Changes and Reclassifications

Coord of Head Start Family Services	Increase Days from 202 to 226	7,975
Elementary Counselors	Move to Teacher Pay Scale, add Master's Stipend and 6 Additional Days	52,800
Middle School and High School Counselors	Move to Teacher Pay Scale, and add Master's Stipend	
Elementary Principals	Increase Days from 215 to 220	21,133
Coord of Health Services	Increase Days from 193 to 202	2,959
Counselor Coordinator	Reclassify to Director of Guidance and Counseling	3,912
Bilingual Facilitator	Reclassify to Bilingual Coordinator	-
Clerk II, Health Service:	Increase Days from 183 to 193	1,209
HS Head Football Coach and Athletic Coordinator	Reclassify from Teacher Pay Scale to Administrative Professional Scale	797
Child Nutrition Supervisor	Increase Days from 207 to 226	2,109
Deputy Superintendent of Innovation and Transformation	New Position (AP-10)	25,000
HS Lead Custodian	3% Raise	910
HS Cafeteria Manager	3% Raise	821
Technology Department	3% Raise	19,092
Police Department*	3% Raise	20,288
Chief of Police/Safety Coord	Reclassify from AP-4 to AP-5	4,000
Licensed Clinical Social Worker (AP-2)	Converted from Mental Behavioral Health Specialist (AP-4)	(16,325)
HS Football Coordinator Stipend	\$8500 each / 2 per campus	34,000
JV Football Assistant	Increase from \$6000 to \$6500	500
Deputy Superintendent of Business and Operations	Reclassify from AP-9 to AP-10	40,000
Controller (AP-6)	Reclassify from AP-3	12,352
		233,532
	Total from Reclassifications and Component Raises	233,532

### Positional and Stipend Adds

Part-Time Diagnostician	New Position	8,320
Instructional Mentor	Collapsed an Instructional Coach Position to create 3 Stipends (\$6,000 per)	18,000
Coordinator for Architecture, Construction and Design	New Position (AP-4)	67,400
West Campus High School Principal	New Position (AP-7)	87,200
Parent and Community Liaison	New to Comp Plan Only	30,000
LSSP Lead Stipend	New Stipend	1,000
West Campus Band Director	Teacher Pay Scale plus \$3500 + 19 days	9,575
		221,495
	Total from Additions	221,495

Total Compensation Changes	455,027
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**2020-2021**  
**Pay and Compensation Plan**

Proposed on  
August 31st, 2020

## **SCHOOL BOARD**

**Gilbert F. Rodriguez, President**

**Kevin Rasco, Vice President**

**Shirley Ibarra Pena, Secretary**

**Connie Prado**

**Homer Flores**

**Stacey E. Alderete**

**Veronica Barba**

## **SUPERINTENDENT OF SCHOOLS**

**Dr. Marc Puig**

## **Director for Human Resources**

**Sherri Seaman**

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Prepared by  
HUMAN RESOURCES

**Teachers, Librarians,  
Nurses (RN), Instructional Coaches,  
and Counselors**

**South San Antonio ISD**  
**2020-2021 New Hire Guide for**  
**Teachers, Nurses (RN), and Instructional Coach**

Years of Experience	Teacher (187)	Nurses (190)	Instructional Coach (210)
0	\$54,500	\$55,374	\$61,203
1	\$54,700	\$55,578	\$61,428
2	\$54,850	\$55,730	\$61,596
3	\$55,350	\$56,238	\$62,158
4	\$55,735	\$56,629	\$62,590
5	\$55,985	\$56,883	\$62,871
6	\$56,185	\$57,086	\$63,095
7	\$56,985	\$57,899	\$63,994
8	\$57,385	\$58,306	\$64,443
9	\$57,685	\$58,610	\$64,780
10	\$57,985	\$58,915	\$65,117
11	\$58,285	\$59,220	\$65,454
12	\$58,585	\$59,525	\$65,791
13	\$58,885	\$59,830	\$66,128
14	\$59,185	\$60,134	\$66,464
15	\$59,485	\$60,439	\$66,801
16	\$59,785	\$60,744	\$67,138
17	\$60,185	\$61,151	\$67,587
18	\$60,885	\$61,862	\$68,374
19	\$61,185	\$62,167	\$68,710
20	\$61,485	\$62,471	\$69,047
21	\$61,785	\$62,776	\$69,384
22	\$62,285	\$63,284	\$69,946
23	\$62,885	\$63,894	\$70,620
24	\$63,185	\$64,199	\$70,956
25	\$63,685	\$64,707	\$71,518
26+	\$64,585	\$65,621	\$72,529

The salaries listed above are based on 10-month employment for the 20-21 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,500 General Master's Degree Stipend**  
**\$2,300 Subject-Area Master's Degree Stipend**

**South San Antonio ISD**  
**2020-2021 New Hire Guide for**  
**Librarians and Counselors**

<b>Years of Experience</b>	<b>Librarians and Counselors (193)</b>	<b>MS Counselors (198)</b>	<b>High School Counselors (202)</b>	<b>High School Counselor (226)</b>
0	\$56,249	\$57,706	\$58,872	\$65,866
1	\$56,455	\$57,918	\$59,088	\$66,108
2	\$56,610	\$58,076	\$59,250	\$66,289
3	\$57,126	\$58,606	\$59,790	\$66,894
4	\$57,523	\$59,014	\$60,206	\$67,359
5	\$57,781	\$59,278	\$60,476	\$67,661
6	\$57,988	\$59,490	\$60,692	\$67,903
7	\$58,813	\$60,337	\$61,556	\$68,870
8	\$59,226	\$60,761	\$61,988	\$69,353
9	\$59,536	\$61,078	\$62,312	\$69,716
10	\$59,845	\$61,396	\$62,636	\$70,078
11	\$60,155	\$61,714	\$62,960	\$70,441
12	\$60,465	\$62,031	\$63,284	\$70,803
13	\$60,774	\$62,349	\$63,608	\$71,166
14	\$61,084	\$62,666	\$63,932	\$71,528
15	\$61,394	\$62,984	\$64,257	\$71,891
16	\$61,703	\$63,302	\$64,581	\$72,254
17	\$62,116	\$63,725	\$65,013	\$72,737
18	\$62,839	\$64,466	\$65,769	\$73,583
19	\$63,148	\$64,784	\$66,093	\$73,946
20	\$63,458	\$65,102	\$66,417	\$74,308
21	\$63,767	\$65,419	\$66,741	\$74,671
22	\$64,283	\$65,949	\$67,281	\$75,275
23	\$64,903	\$66,584	\$67,929	\$76,000
24	\$65,212	\$66,902	\$68,253	\$76,363
25	\$65,728	\$67,431	\$68,793	\$76,967
26+	\$66,657	\$68,384	\$69,766	\$78,055

The salaries listed above are based on 10-month employment for the 20-21 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,500 General Master's Degree Stipend**  
**\$2,300 Subject-Area Master's Degree Stipend**



# **Administrative Professional**

2020-2021 Administrative & Professional Pay Plan  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Facilitator, Testing	240	<b>215 Days</b>	<b>\$206.55</b>	<b>\$255.00</b>	<b>\$303.45</b>
	Specialist, ERSEA	226	<b>226 Days</b>	39,864	49,215	58,566
	Truancy Attendance Officer	215	<b>240 Days</b>	46,680	57,630	68,580
				49,572	61,200	72,828
<b>2</b>						
	Athletic Trainer, Asst	187	<b>187 Days</b>	<b>\$240.04</b>	<b>\$294.53</b>	<b>\$349.02</b>
	Facilitator, At Risk	210	<b>198 Days</b>	44,887	55,077	65,267
	Facilitator, School Age Parents Program	207	<b>202 Days</b>	47,528	58,317	69,106
	Speech Language Pathologist, Asst	187	<b>207 Days</b>	48,488	59,495	70,502
	Coordinator, HS Testing	226	<b>210 Days</b>	49,688	60,968	72,247
	Facilitator, Dual Credit	202	<b>226 Days</b>	50,408	61,851	73,294
	Facilitator, Head Start Family Services	210		54,249	66,564	78,879
	Mentor, Head Start Readiness	210				
	Licensed Clinical Social Worker	198				
<b>3</b>						
	Athletic Trainer	187	<b>187 Days</b>	<b>\$277.25</b>	<b>\$340.18</b>	<b>\$403.11</b>
	College Advisor	226	<b>202 Days</b>	51,846	63,614	75,382
	Coordinator, Facilities	240	<b>210 Days</b>	56,005	68,716	81,428
	Coordinator, Head Start Family Services	226	<b>226 Days</b>	58,223	71,438	84,653
	Diagnostician	187	<b>240 Days</b>	62,659	76,881	91,103
	Facilitator, Instructional	187		66,540	81,643	96,746
	Facilitator, Special Ed ARD/Inclusion	187				
	Facilitator, Special Ed	226				
	Occupational Therapist	202				
	Specialist, RTI	210				
	Speech Language Pathologist	187				
	Coordinator, Truancy	226				
	Coordinator, Onsite Gear UP	226				
	Gear UP Mentoring Coordinator	226				
	General Accountant	240				

2020-21 Administrative & Professional Pay Plan  
 South San Antonio ISD

4	
Asst Director, Child Nutrition	240
Asst Principal, Elementary	198
Asst Principal, Middle School	202
Coordinator, Career Technology Education	240
Community Relations Officer	240
Coordinator, Advanced Academics	240
Coordinator, Bilingual/ESL	226
Coordinator, Fine Arts MS Academy	215
Coordinator, STEM MS Academy	215
Coordinator, Architecture, Const. & Design Academy	215
Coordinator, Health Science Academy	215
Coordinator, HS ERSEA	226
Coordinator, Instructional Technology/Media	240
LSSP	202
Specialist, Behavior (Sp Ed)	207
Specialist, Head Start Health	226
Coordinator, Health Services	193
Coordinator, Human Resources	240
Coordinator, Athletics and Head Football Coach	240
Specialist, Mental Health Behavioral Lead	215

Daily	\$293.88	\$360.59	\$427.30
<b>193 Days</b>	56,719	69,594	82,469
<b>198 Days</b>	58,188	71,397	84,605
<b>202 Days</b>	59,364	72,839	86,315
<b>207 Days</b>	60,833	74,642	88,451
<b>215 Days</b>	63,184	77,527	91,870
<b>226 Days</b>	66,417	81,493	96,570
<b>240 Days</b>	70,531	86,542	102,552

5	
Asst Principal, High School	210
Asst Principal, High School (Special Needs & High Risk)	226
Coordinator, Asst Athletic/PE	226
Chief of Police	240

Daily	\$311.52	\$382.23	\$452.94
<b>210 Days</b>	65,419	80,268	95,117
<b>226 Days</b>	70,404	86,384	102,364
<b>240 Days</b>	74,765	91,735	108,706

6	
Director, Strategic Planning & Innovation	240
Director, Athletic Program	240
Director, Business Services	240
Director, Child Nutrition	240
Director, Early College HS	226
Director, ECC & Head Start	240
Director, Facilities	240
Director, Guidance and Counseling	240
Director, Payroll	240
Director, Procurement Services	240
Director, Research Evaluation	240
Director, Teaching & Learning	240
Director, Transportation	240
Principal, Elementary	220
Associate Principal High School	226
Principal, DAEP	226
Controller	240

Daily	\$332.23	\$405.16	\$478.09
<b>226 Days</b>	75,084	91,566	108,048
<b>240 Days</b>	79,735	97,238	114,742

2020-21 Administrative & Professional Pay Plan  
 South San Antonio ISD

<b>7</b>	
Director, Federal & State Programs	240
Director, Human Resources	240
Director, Special Education	240
Principal, Middle School	226
Principal, West Campus High School	226

<b>Daily</b>	<b>\$355.49</b>	<b>\$433.52</b>	<b>\$511.55</b>
<b>226 Days</b>	80,341	97,976	115,610
<b>240 Days</b>	85,318	104,045	122,772

<b>8</b>	
Exec Director, Business & Finance	240
Exec Director, C&I	240
Exec Director, Student Support Services	240
Exec Principal, Early College & High School	240

<b>Daily</b>	<b>\$387.48</b>	<b>\$472.54</b>	<b>\$557.60</b>
<b>240 Days</b>	92,995	113,410	133,824

<b>9</b>	
Chief Academic Officer	240

<b>Daily</b>	<b>\$437.86</b>	<b>\$533.97</b>	<b>\$630.08</b>
<b>240 Days</b>	105,086	128,153	151,219

<b>10</b>	
Deputy Superintendent of Business & Operations	240
Deputy Superintendent of Innovation & Transformation	240

<b>Daily</b>	<b>\$626.15</b>	<b>\$736.65</b>	<b>\$847.15</b>
<b>240 Days</b>	150,276	176,796	203,316

# Clerical Technical Support

2020-2021 Clerical & Technical Pay Plan  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>						
	Clerk I, Assessment	207	<b>Hourly</b>	<b>\$11.81</b>	<b>\$14.50</b>	<b>\$17.19</b>
	Clerk I, Office (Campus)	183	<b>183 Days</b>	17,290	21,228	25,166
	Clerk I, Office (C&I)	226	<b>193 Days</b>	18,235	22,388	26,541
	Clerk I, Office Counselor	193	<b>207 Days</b>	19,557	24,012	28,467
	Clerk I, Office CTE	183	<b>226 Days</b>	21,352	26,216	31,080
	Clerk I, Receptionist	240	<b>240 Days</b>	22,675	27,840	33,005
	Clerk I, Office Head Start	183				
<b>2</b>						
	Clerk II, Appraisal	240	<b>Hourly</b>	<b>\$13.27</b>	<b>\$16.39</b>	<b>\$19.51</b>
	Clerk II, Elementary Attendance	193	<b>183 Days</b>	19,427	23,995	28,563
	Clerk II, Library	183	<b>193 Days</b>	20,489	25,306	30,123
	Clerk II, Office	183	<b>226 Days</b>	23,992	29,633	35,274
	Clerk II, Secondary Attendance	193	<b>240 Days</b>	25,478	31,469	37,459
	Clerk II, SEMS Special Ed	240				
	Clerk II, Special Ed	183				
	Clerk II, Health Services	193				
	Secretary, School Counselor	183, 226				
<b>3</b>						
	Clerk III, Lead Data Processor	226	<b>Hourly</b>	<b>\$14.34</b>	<b>\$17.70</b>	<b>\$21.06</b>
	Clerk III, Head Start	226	<b>193 Days</b>	22,141	27,329	32,517
	Clerk III, Office	193	<b>226 Days</b>	25,927	32,002	38,076
	Clerk III, Secondary Attendance/Data	193				
<b>4</b>						
	Bookkeeper, Athletics	226	<b>Hourly</b>	<b>\$15.49</b>	<b>\$19.12</b>	<b>\$22.75</b>
	Bookkeeper, Business Office	240	<b>226 Days</b>	28,006	34,569	41,132
	Bookkeeper, Maintenance	240	<b>240 Days</b>	29,741	36,710	43,680
	Clerk, Main Sys Dispatcher	240				
	Specialist, Records Management	240				

2020-2021 Clerical & Technical Pay Plan  
 South San Antonio ISD

5	
Bookkeeper, HS	240
Accounts Payable Clerk	240
Registrar, HS	240
Secretary, Principal Elementary	207
Secretary, Principal Middle School	207
Secretary, Special Education	240
Secretary, Help Desk	240
Secretary, Transportation	240

Hourly	\$16.73	\$20.65	\$24.57
<b>207 Days</b>	27,705	34,196	40,688
<b>240 Days</b>	32,122	39,648	47,174

6	
Secretary, Athletics	240
Secretary, Director Bilingual	226
Secretary, Child Nutrition	240
Secretary, Director Maintenance	240
Secretary, Director of Procurement Services	240
Secretary, Principal HS	226
Specialist, Procurement/Inventory	240

Hourly	\$18.23	\$22.51	\$26.79
<b>226 Days</b>	32,960	40,698	48,436
<b>240 Days</b>	35,002	43,219	51,437

7	
Executive Asst, Chief Academic Officer	240
Executive Asst, Deputy Supt of Business & Op.	240
Secretary, Executive Director	240
Specialist, HR	240
Specialist, McKinney-Vento	240
Specialist, Payroll	240
Specialist, Budget	240
Administrative Asst. Gear UP	240
Staff Accountant	240

Hourly	\$19.88	\$24.54	\$29.20
<b>240 Days</b>	38,170	47,117	56,064

8	
Specialist, Student Data PEIMS	240
Senior Executive Asst, Superintendent	240
Specialist, HR Position Management	240
Specialist, Multi Media/Communications	240
Specialist, Marketing	240

Hourly	\$23.65	\$29.20	\$34.75
<b>240 Days</b>	45,408	56,064	66,720

## 2020-2021 Clerical Support Placement Scale

South San Antonio ISD

Range Position	2019-2020	Pay Grades							
	Total Exp	1	2	3	4	5	6	7	8
<b>Minimum</b>	<b>0</b>	\$11.81	\$13.27	\$14.34	\$15.49	\$16.73	\$18.23	\$19.88	\$23.65
	<b>1</b>	\$11.94	\$13.43	\$14.51	\$15.67	\$16.93	\$18.44	\$20.11	\$23.93
	<b>2</b>	\$12.07	\$13.58	\$14.67	\$15.85	\$17.12	\$18.65	\$20.34	\$24.20
	<b>3</b>	\$12.20	\$13.73	\$14.83	\$16.03	\$17.31	\$18.86	\$20.57	\$24.47
	<b>4</b>	\$12.33	\$13.88	\$14.99	\$16.21	\$17.50	\$19.07	\$20.80	\$24.74
	<b>5</b>	\$12.46	\$14.03	\$15.15	\$16.39	\$17.69	\$19.28	\$21.03	\$25.01
	<b>6</b>	\$12.59	\$14.18	\$15.31	\$16.57	\$17.88	\$19.49	\$21.26	\$25.28
	<b>7</b>	\$12.72	\$14.33	\$15.47	\$16.75	\$18.07	\$19.70	\$21.49	\$25.55
	<b>8</b>	\$12.85	\$14.48	\$15.63	\$16.93	\$18.26	\$19.91	\$21.72	\$25.82
	<b>9</b>	\$12.98	\$14.63	\$15.79	\$17.11	\$18.45	\$20.12	\$21.95	\$26.09
	<b>10</b>	\$13.11	\$14.78	\$15.95	\$17.29	\$18.64	\$20.33	\$22.18	\$26.36
	<b>11</b>	\$13.24	\$14.93	\$16.11	\$17.47	\$18.83	\$20.54	\$22.41	\$26.63
	<b>12</b>	\$13.37	\$15.08	\$16.27	\$17.65	\$19.02	\$20.75	\$22.64	\$26.90
	<b>13</b>	\$13.50	\$15.23	\$16.43	\$17.83	\$19.21	\$20.96	\$22.87	\$27.17
	<b>14</b>	\$13.63	\$15.38	\$16.59	\$18.01	\$19.40	\$21.17	\$23.10	\$27.44
	<b>15</b>	\$13.76	\$15.53	\$16.75	\$18.19	\$19.59	\$21.38	\$23.33	\$27.71
	<b>16</b>	\$13.89	\$15.68	\$16.91	\$18.37	\$19.78	\$21.59	\$23.56	\$27.98
	<b>17</b>	\$14.02	\$15.83	\$17.07	\$18.55	\$19.97	\$21.80	\$23.79	\$28.25
	<b>18</b>	\$14.15	\$15.98	\$17.23	\$18.73	\$20.16	\$22.01	\$24.02	\$28.52
	<b>19</b>	\$14.28	\$16.13	\$17.39	\$18.91	\$20.35	\$22.22	\$24.25	\$28.79
<b>Midpoint</b>	<b>20</b>	\$14.50	\$16.39	\$17.70	\$19.12	\$20.65	\$22.51	\$24.54	\$29.20



# Instructional Support

2020-2021 Instructional Support Pay Plan  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$11.15</b>	<b>\$13.75</b>	<b>\$16.35</b>
	Instructional Aide	183	<b>183 Days</b>	16,324	20,130	23,936
	Instructional Aide, At Risk	183				
	Instructional Aide, Bilingual	183				
	Instructional Aide, ESL	183				
	Instructional Aide, Head Start/Bil	183				
	Instructional Aide, PE	183				
	Instructional Aide, Pre-K/Bil	183				
	Instructional Aide, Pre-K/Head Start/Bil	183				
<b>2</b>			<b>Hourly</b>	<b>\$12.03</b>	<b>\$14.85</b>	<b>\$17.67</b>
	Aide, Nurse	183	<b>183 Days</b>	17,612	21,740	25,869
	Campus Monitor	187	<b>187 Days</b>	17,997	22,216	26,434
	Instructional Aide, Computer Lab	183				
	Instructional Aide, CTE	183				
	Instructional Aide, Sp Ed	183				
	Instructional Aide, Sp Ed Inclusion/Resource	183				
	Instructional Aide, Teen Parent	183				
<b>3</b>			<b>Hourly</b>	<b>\$13.16</b>	<b>\$16.04</b>	<b>\$18.92</b>
	Instructional Aide, Sp Ed BAC	183	<b>183 Days</b>	19,266	23,483	27,699
	Instructional Aide, Sp Ed LifeSkills	183				
	Instructional Aide, Sp Ed PPCD	183				
	Instructional Aide, Sp Ed VAC	183				
	Instructional Aide, Sp Ed-SSTEP	183				

## 2020-2021 Instructional Support Placement Scale

South San Antonio ISD

Range Position	2020-2021		Pay Grades						
	Job Exp		1	2	3	4	5	6	7
<b>Minimum</b>	<b>0</b>		\$11.15	\$12.03	\$13.16	\$14.20	\$20.94	\$24.99	\$27.49
	<b>1</b>		\$11.28	\$12.17	\$13.30	\$14.36	\$21.15	\$25.24	\$27.76
	<b>2</b>		\$11.41	\$12.31	\$13.44	\$14.51	\$21.30	\$25.40	\$27.94
	<b>3</b>		\$11.54	\$12.45	\$13.58	\$14.66	\$21.45	\$25.56	\$28.12
	<b>4</b>		\$11.67	\$12.59	\$13.72	\$14.81	\$21.60	\$25.72	\$28.30
	<b>5</b>		\$11.80	\$12.73	\$13.86	\$14.96	\$21.75	\$25.88	\$28.48
	<b>6</b>		\$11.93	\$12.87	\$14.00	\$15.11	\$21.90	\$26.04	\$28.66
	<b>7</b>		\$12.06	\$13.01	\$14.14	\$15.26	\$22.05	\$26.20	\$28.84
	<b>8</b>		\$12.19	\$13.15	\$14.28	\$15.41	\$22.20	\$26.36	\$29.02
	<b>9</b>		\$12.32	\$13.29	\$14.42	\$15.56	\$22.35	\$26.52	\$29.20
	<b>10</b>		\$12.45	\$13.43	\$14.56	\$15.71	\$22.50	\$26.68	\$29.38
	<b>11</b>		\$12.58	\$13.57	\$14.70	\$15.86	\$22.65	\$26.84	\$29.56
	<b>12</b>		\$12.71	\$13.71	\$14.84	\$16.01	\$22.80	\$27.00	\$29.74
	<b>13</b>		\$12.84	\$13.85	\$14.98	\$16.16	\$22.95	\$27.16	\$29.92
	<b>14</b>		\$12.97	\$13.99	\$15.12	\$16.31	\$23.10	\$27.32	\$30.10
	<b>15</b>		\$13.10	\$14.13	\$15.26	\$16.46	\$23.25	\$27.48	\$30.28
	<b>16</b>		\$13.23	\$14.27	\$15.40	\$16.61	\$23.40	\$27.64	\$30.46
	<b>17</b>		\$13.36	\$14.41	\$15.54	\$16.76	\$23.55	\$27.80	\$30.64
	<b>18</b>		\$13.49	\$14.55	\$15.68	\$16.91	\$23.70	\$27.96	\$30.82
	<b>19</b>		\$13.62	\$14.69	\$15.82	\$17.06	\$23.85	\$28.12	\$31.00
<b>Midpoint</b>	<b>20</b>		\$13.75	\$14.85	\$16.04	\$17.32	\$24.07	\$28.40	\$31.24
<b>Maximum</b>			\$16.35	\$17.67	\$18.92	\$20.44	\$27.20	\$31.81	\$34.99

# Auxiliary

2020-2021 Auxiliary Pay Plan  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$11.25</b>	<b>\$13.00</b>	<b>\$14.76</b>
	Bus Aide (5hr)	191	<b>191 Days</b>	17,190	19,864	22,553
	Custodian	240	<b>193 Days</b>	17,370	20,072	22,789
	Custodian - Athletics	240	<b>240 Days</b>	21,600	24,960	28,339
	Custodian - Floater	240				
	Custodian - Food Service	193				
	Food Service Worker	191				
						Bus Driver, Non CDL (5hr) \$13.00
<b>2</b>			<b>Hourly</b>	<b>\$12.00</b>	<b>\$14.82</b>	<b>\$17.64</b>
	Head Custodian - Athletics	240	<b>240 Days</b>	23,040	28,454	33,869
	Head Custodian	240				
	Maintenance, Athletics	240				
	Worker, Athletics	240				
	General Maintenance, Helper	240				
	General Maintenance, Groundskeeper	240				
	Warehouse, Worker	240				
	Warehouse, Worker Helper	240				
<b>3</b>			<b>Hourly</b>	<b>\$13.62</b>	<b>\$16.82</b>	<b>\$20.02</b>
	Cafeteria, Asst Manager	191	<b>191 Days</b>	20,811	25,701	30,591
	Cafeteria, Trainee Manager	191	<b>240 Days</b>	26,150	32,294	38,438
	Head Custodian High School	240				
	Maintenance, General Worker	240				
	Warehouse, Worker I Textbooks	240				
	Worker, Lead Athletics	240				
<b>4</b>			<b>Hourly</b>	<b>\$14.72</b>	<b>\$18.17</b>	<b>\$21.62</b>
	Cafeteria, Manager Elementary	193	<b>193 Days</b>	22,728	28,054	33,381
	Painter	240	<b>240 Days</b>	28,262	34,886	41,510
	HVAC Technician	240				
	Maintenance, General Worker II	240				
	Maintenance, General Worker II - IPM	240				
<b>5</b>			<b>Hourly</b>	<b>\$15.89</b>	<b>\$19.62</b>	<b>\$23.35</b>
	Cafeteria, Manager Middle School	193	<b>193 Days</b>	24,534	30,293	36,052
	Maintenance, Mechanic I	240	<b>240 Days</b>	30,509	37,670	44,832
	Transportation, Trainer/Field Trip Clerk	240				
	Catering Manager	193				

2020-2021 Auxiliary Pay Plan  
 South San Antonio ISD

<b>6</b>		<b>Hourly</b>	<b>\$17.33</b>	<b>\$21.39</b>	<b>\$25.45</b>
Cafeteria, Manager High School	193	<b>193 Days</b>	26,758	33,026	39,295
Maintenance, Glazier/Locksmith	240	<b>240 Days</b>	33,274	41,069	48,864
Mechanic II, Vehicle	240				

  

<b>7</b>		<b>Hourly</b>	<b>\$20.27</b>	<b>\$25.03</b>	<b>\$29.79</b>
Custodian, Supervisor	240	<b>240 Days</b>	38,918	48,058	57,197
Electrician, Journeyman	240				
HVAC, Master	240				
Warehouse, Foreman	240				
Plumber, Journeyman	240				
Foreman, Athletics/Grounds	240				
Warehouse, Foreman Food Service	240				

  

<b>8</b>		<b>Hourly</b>	<b>\$23.72</b>	<b>\$29.29</b>	<b>\$34.86</b>
Child Nutrition, Area Supervisor	226	<b>226 Days</b>	42,886	56,956	63,027
Foreman, Electrician	240	<b>240 Days</b>	45,542	56,237	66,931
Foreman, HVAC Mechanic	240				
Foreman, Maintenance	240				
Foreman, Mechanic	240				
Foreman, Plumber	240				
Transportation, Supervisor	240				

  

<b>BD</b>		<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.45</b>	<b>\$21.90</b>
Bus Driver (5hr)	191	<b>191 Days</b>	14,325	17,619	20,628
Bus Driver, Special Ed (5hr)	191				
Bus Driver, Head Start (5hr)	191				

## 2020-2021 Auxiliary Placement Scale

South San Antonio ISD

Range Position	2020-2021	Pay Grades								
		1	2	3	4	5	6	7	8	BD
Minimum	0	\$11.25	\$12.00	\$13.62	\$14.72	\$15.89	\$17.33	\$20.27	\$23.72	\$15.00
	1	\$11.36	\$12.14	\$13.78	\$14.89	\$16.08	\$17.53	\$20.51	\$24.00	\$15.17
	2	\$11.44	\$12.28	\$13.94	\$15.06	\$16.26	\$17.73	\$20.74	\$24.27	\$15.34
	3	\$11.52	\$12.42	\$14.10	\$15.23	\$16.44	\$17.93	\$20.97	\$24.54	\$15.51
	4	\$11.60	\$12.56	\$14.26	\$15.40	\$16.62	\$18.13	\$21.20	\$24.81	\$15.68
	5	\$11.68	\$12.70	\$14.42	\$15.57	\$16.80	\$18.33	\$21.43	\$25.08	\$15.85
	6	\$11.76	\$12.84	\$14.58	\$15.74	\$16.98	\$18.53	\$21.66	\$25.35	\$16.02
	7	\$11.84	\$12.98	\$14.74	\$15.91	\$17.16	\$18.73	\$21.89	\$25.62	\$16.19
	8	\$11.92	\$13.12	\$14.90	\$16.08	\$17.34	\$18.93	\$22.12	\$25.89	\$16.36
	9	\$12.00	\$13.26	\$15.06	\$16.25	\$17.52	\$19.13	\$22.35	\$26.16	\$16.53
	10	\$12.08	\$13.40	\$15.22	\$16.42	\$17.70	\$19.33	\$22.58	\$26.43	\$16.70
	11	\$12.16	\$13.54	\$15.38	\$16.59	\$17.88	\$19.53	\$22.81	\$26.70	\$16.87
	12	\$12.24	\$13.68	\$15.54	\$16.76	\$18.06	\$19.73	\$23.04	\$26.97	\$17.04
	13	\$12.32	\$13.82	\$15.70	\$16.93	\$18.24	\$19.93	\$23.27	\$27.24	\$17.21
	14	\$12.40	\$13.96	\$15.86	\$17.10	\$18.42	\$20.13	\$23.50	\$27.51	\$17.38
	15	\$12.48	\$14.10	\$16.02	\$17.27	\$18.60	\$20.33	\$23.73	\$27.78	\$17.55
	16	\$12.56	\$14.24	\$16.18	\$17.44	\$18.78	\$20.53	\$23.96	\$28.05	\$17.72
	17	\$12.64	\$14.38	\$16.34	\$17.61	\$18.96	\$20.73	\$24.19	\$28.32	\$17.89
	18	\$12.72	\$14.52	\$16.50	\$17.78	\$19.14	\$20.93	\$24.42	\$28.59	\$18.06
19	\$12.80	\$14.66	\$16.66	\$17.95	\$19.32	\$21.13	\$24.65	\$28.86	\$18.23	
Midpoint	20	\$13.00	\$14.82	\$16.82	\$18.17	\$19.62	\$21.39	\$25.03	\$29.29	\$18.45
Maximum		\$14.76	\$17.64	\$20.02	\$21.62	\$23.35	\$25.45	\$29.79	\$34.86	\$21.90

# Police



2020-2021 Police Pay Plan  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Communications Operator	240	<b>Hourly</b> <b>240 Days</b>	<b>\$15.77</b> 30,278	<b>\$19.00</b> 36,480	<b>\$22.23</b> 42,682
<b>2</b>	Certified Peace Officer	240	<b>Hourly</b> <b>240 Days</b>	<b>\$19.95</b> 38,304	<b>\$23.75</b> 45,600	<b>\$27.55</b> 52,896
<b>3</b>	Sergeant, Certified Peace Officer	240	<b>Hourly</b> <b>240 Days</b>	<b>\$24.94</b> 47,885	<b>\$29.69</b> 57,005	<b>\$34.44</b> 66,125
<b>4</b>	Lieutenant	240	<b>Hourly</b> <b>240 Days</b>	<b>\$31.68</b> 60,826	<b>\$37.71</b> 72,403	<b>\$43.74</b> 83,981

## 2020-2021 Police Placement Scale

South San Antonio ISD

Range Position	2020-2021 Job Exp	Pay Grades			
		1	2	3	4
<b>Minimum</b>	<b>0</b>	\$15.77	\$19.95	\$24.94	\$31.68
	<b>1</b>	\$15.93	\$20.15	\$25.19	\$32.00
	<b>2</b>	\$16.09	\$20.33	\$25.42	\$32.30
	<b>3</b>	\$16.25	\$20.51	\$25.65	\$32.60
	<b>4</b>	\$16.41	\$20.69	\$25.88	\$32.90
	<b>5</b>	\$16.57	\$20.87	\$26.11	\$33.20
	<b>6</b>	\$16.73	\$21.05	\$26.34	\$33.50
	<b>7</b>	\$16.89	\$21.23	\$26.57	\$33.80
	<b>8</b>	\$17.05	\$21.41	\$26.80	\$34.10
	<b>9</b>	\$17.21	\$21.59	\$27.03	\$34.40
	<b>10</b>	\$17.37	\$21.77	\$27.26	\$34.70
	<b>11</b>	\$17.53	\$21.95	\$27.49	\$35.00
	<b>12</b>	\$17.69	\$22.13	\$27.72	\$35.30
	<b>13</b>	\$17.85	\$22.31	\$27.95	\$35.60
	<b>14</b>	\$18.01	\$22.49	\$28.18	\$35.90
	<b>15</b>	\$18.17	\$22.67	\$28.41	\$36.20
	<b>16</b>	\$18.33	\$22.85	\$28.64	\$36.50
	<b>17</b>	\$18.49	\$23.03	\$28.87	\$36.80
	<b>18</b>	\$18.65	\$23.21	\$29.10	\$37.10
	<b>19</b>	\$18.81	\$23.39	\$29.33	\$37.40
<b>Midpoint</b>	<b>20</b>	\$19.00	\$23.75	\$29.69	\$37.71
<b>Maximum</b>		\$22.23	\$27.55	\$34.44	\$43.74

# Technology

2020-2021 Technology Pay Plan  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Daily</b>	<b>\$157.70</b>	<b>\$190.00</b>	<b>\$222.30</b>
	Computer Technician	240	<b>226 Days</b>	35,640	42,940	50,240
	Specialist, Hardware	240	<b>240 Days</b>	37,848	45,600	53,352
	Specialist, Software (Child Nutrition)	240				
	Technician, Desktop Service	226				
<b>2</b>			<b>Daily</b>	<b>\$189.24</b>	<b>\$228.00</b>	<b>\$266.76</b>
	Specialist, Telecommunications	240	<b>240 Days</b>	45,418	54,720	64,022
<b>3</b>			<b>Daily</b>	<b>\$227.09</b>	<b>\$273.60</b>	<b>\$320.11</b>
	Administrator, Computers And Mobile Devices	240	<b>240 Days</b>	54,502	65,664	76,826
	Specialist, Information Technology Support	240				
<b>4</b>			<b>Daily</b>	<b>\$272.51</b>	<b>\$328.32</b>	<b>\$384.13</b>
	Administrator, Network	240	<b>240 Days</b>	65,402	78,797	92,191
	Administrator, System	240				
<b>5</b>			<b>Daily</b>	<b>\$362.44</b>	<b>\$436.67</b>	<b>\$510.90</b>
	Director, Technology	240	<b>240 Days</b>	86,986	104,801	122,616

# Substitutes

**South San Antonio Independent School District**  
**School Year 2020-2021**  
 Substitute Pay Scale

**ADMINISTRATIVE - SUBSTITUTE**

Degree/Mid-Management Certification Principal \$190 Daily

**TEACHER SUBSTITUTE**

Must meet specific certification requirements.

Teacher Certification \$100 Daily  
 B.A. or M.A.

No Teacher Certification \$95 Daily  
 B.A. or M.A.

Over 60 college hours \$75 Daily

Below 60 college hours \$60 Daily

Substitute Teacher Aide Pay \$65 Daily

Substitute Instructional Aide \$65 Daily

\*After 10 consecutive days for the same teacher,  
 the increase to the daily rate beginning on the 11th day \$10 Daily

Substitute Bus Driver \$12.75 Hourly

Substitute Bus Aide \$9.50 Hourly

Substitute Custodial/Food Service Worker \$9.50 Hourly

Substitute Nurse (RN) \$100 Daily

Substitute Nurse (LVN) \$75 Daily

Substitute Nurse Aide \$65 Daily

# **Part-time & Temporary Employees**

**South San Antonio Independent School District**  
**School Year 2020-2021**  
 Part-Time Pay Scale

**CAMPUS ADMINISTRATOR**

Principal (Certified)*	\$225 Daily
Assistant Principal (Certified)*	\$195 Daily

**TUTORS**

Tutor (Teacher Certification) [after or during school]*	\$25 Hourly
Tutor (Degreed) [after or during school]* (After School Challenge and Tutoring)	\$18 Hourly
Tutor (College) {after or during school}	\$10 Hourly

**STUDENTS-PART-TIME**

Valued Youth Program	\$7.75 Hourly
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**SPECIAL EDUCATION**

Homebound Teacher*	\$25 Hourly
Teacher Asst. for critical student needs	\$60 Daily
Speech Therapist*	\$32 Hourly
LSSP Intern*	\$18 Hourly
Diagnostician*	\$32 Hourly
Parent and Community Liason Part-time	\$40 Hourly

\*Must meet specific certification and/or licensure requirements.  
 May only work 30 hours a week.



# Supplemental Pay

**South San Antonio Independent School District**  
**School Year 2020-2021**  
Supplemental Pay

**Staff Development**

Teachers (7+ hours)	\$100 per day
Teachers (5-6 hours)	\$75 per day
Teachers (3-4 hours)	\$50 per day
Teachers (2 hours or less)	\$25 per day

Tutoring (Teachers) \$25 per hour

Middle School Choice Academy Teachers \$3,000 annually\*\*  
Middle School Academy teachers are required to attend pre-service professional development days

\*\*One time payment to be paid after in-service is completed.\*\*

**Back-up Bus Drivers**

Any employee who drives a bus to help support the needs of transportation department will be paid time and ½.

**On Call**

Any employee who is on call will receive \$100.00 extra for the week that they are required to be on call and will receive time and ½ for any work done after hours and on the weekend.

# Summer School & Extra Duty

**South San Antonio Independent School District**  
**School Year 2020-2021**

Summer School Rates

Principal	\$35 Hourly
Assistant Principal	\$30 Hourly
Teacher/Counselor/Nurse/Librarian/Truant Officers	\$25 Hourly
Paraprofessional	\$15 Hourly

**Food Service (Campus) Summer School Rates**

Cafeteria Manager	\$17 Hourly
Food Service Porter (Custodian)	\$ 9 Hourly
Food Service Worker	\$10 Hourly

# Stipends

## STIPENDS

The South San Antonio Independent School District pays stipends for the performance of supplemental duties or responsibilities. **A stipend is not a property right.**

Principals/Department Heads must submit a request for stipend payments from the Board approved stipend schedule to the appropriate Chief Officer or Designee for authorization and processing by the Human Resources Department. Final approval of individuals to receive scheduled stipends must be given by the Superintendent. The Principals/Department Heads are responsible to verify that the employee fulfilled all the requirements for the stipend. Any changes affecting a stipend must be immediately reported to the Human Resources Department for pay adjustments.

\*\*Stipends will be prorated on a daily basis unless otherwise specifically provided on the Board approved stipend schedule; stipend payments will be included with each of the 24 pay periods throughout the school year via the Position Management Information System (PMIS).

**Stipends  
School Year 2020-2021**

**ELEMENTARY SCHOOL LEVEL**

**Grade Level Department Head**

Pre-Kinder	\$800 annually
Kindergarten	\$800 annually
First Grade	\$800 annually
Second Grade	\$800 annually
Third Grade	\$800 annually
Fourth Grade	\$800 annually
Fifth Grade	\$800 annually
Behavior Academic Class (BAC) (Professional)	\$1,900 annually
Multi-Classroom Leader (MCL)	\$10,000 annually

## Stipends School Year 2020-2021

### MIDDLE SCHOOL LEVEL

#### Department Head

Math	\$1,200 annually
English	\$1,200 annually
History	\$1,200 annually
Science	\$1,200 annually
Physical Education	\$ 800 annually
Special Education	\$ 800 annually
Electives	\$ 800 annually

Behavior Academic Class (BAC) (Professional) \$2,600 annually

#### Sponsors:

Year Book	\$1,250 annually
Newspaper	\$1,250 annually
Cheerleader	\$1,250 annually

**UIL One Act Play** (Middle School) \$1,000 annually

\*Paid in two installments (December and June)



## Stipends School Year 2020-2021

### HIGH SCHOOL LEVEL

#### Department Head:

Math	\$2,000 annually
English	\$2,000 annually
History	\$2,000 annually
Science	\$2,000 annually
Physical Education	\$1,500 annually
Electives	\$1,500 annually
Business	\$1,500 annually
Special Education	\$1,500 annually
Fine Arts	\$1,500 annually
Behavior Academic Class (BAC) (Professional)	\$3,300 annually
SSHS Mentor Stipend	\$6,000 annually

#### Sponsors:

Year Book	\$1,600 annually
Newspaper	\$1,600 annually
Pepsquad	\$2,750 annually
Cheerleader	\$1,600 annually +15 days at daily rate
Dance Team	\$3,000 annually +15 days at daily rate
High School UIL Coordinator	\$1,200 annually
High School Debate Coach	\$1,600 annually
High School UIL One Act Play	\$3,000 annually

#### UIL Sponsors\*: \$250 per event

Science	Ready Writing
Number Sense	News Writing
Mathematics	Feature Writing
Calculator Applications	Editorial Writing
Accounting	Headline Writing
Computer Applications	Literary Criticism
Computer Science	Prose Interpretation
Spelling and Vocabulary	Poetry Interpretation
Extemporaneous Information Speaking	Current Issues and Events
Extemporaneous Persuasive Speaking	

(Note: UIL Sponsors must have a minimum of 5 students participating.)

\*Plus \$100 per meet not to exceed 10 meets - paid as a one-time supplement at the end of the year

## Stipends School Year 2020-2021

### OTHER STIPENDS

Campus Website Manager	\$500 annually
Certified Bilingual Teacher Teaching in Bilingual Class	\$2,000 annually
Certified Secondary Math Teachers Teaching in Math Class	\$2,000 annually
Certified Secondary Science Teachers Teaching in Science Class	\$2,000 annually
Special Education Teachers Teaching in Special Education	\$2,000 annually
MS & HS Certified ESL Teacher Teaching 50%+ in ESL Class	\$1,200 annually
LSSP, Diagnosticians, and Speech Language Pathologists	\$3,000 annually
**LSSP, (Retention) \$1,000.00 per year up to 5 years	\$1,000 annually
LSSP, Diagnosticians, and Speech Language Pathologists Bilingual	\$1,400 annually
Lead LSSP	\$1,000 annually
Dyslexia Program Lead Teacher	\$ 500 annually
Valued Youth Program Lead Teacher	\$ 500 annually
HS Auditorium Coordinator	\$1,400 annually
HS Media Coordinator	\$2,000 annually
Music Coordinator	\$3,000 annually
Jr. ROTC Lead Sponsor	\$2,000 annually
Jr. ROTC Assistant	\$1,250 annually
*New Teacher Mentor	\$ 300 annually
Principal Mentor	\$10,000 Annually
*Dual Credit	\$500
(If no other dual credit stipend is paid.) per course per semester	
Teacher Compensation Allotment (Teachers placed on Career Ladder As of 8-31-93.)	
Level II	\$1,500 annually
Level III	\$3,000 annually

\*Paid in two installments (December and June)

\*\*This is a retention stipend and is only for current employees.

**CTE Stipends  
2020-2021**

*Robotics	\$1,500
*Print Imaging	\$750
*Cosmetology	\$1,000
*Refinishing	\$750
*Cyber Patriot	\$500
*Texas Assn for Future Educators	\$500
*Architecture	\$500
*Health Occupations Students of America (HOSA)	\$500
*Architecture, Construction & Engineering Mentor (A)	\$500
*Future Farmers of America (FFA)	\$1,000
*Culinary Arts	\$1,000

**BAND Stipends  
2020-2021**

Band Director South San High School	\$4,000 annually + 19 days @ daily rate
Bank Director West Campus High School	\$3,500 annually + 19 days @ daily rate
Band Director Middle School	\$2,500 annually + 19 days @ daily rate
Assistant High School Band Director	\$3,500 annually + 19 days @ daily rate
Assistant Middle School Band Director	\$2,000 annually + 19 days @ daily rate
Mariachi	\$3,000 annually

\*Paid in two installments (December and June)

## Athletic Stipends School Year 2020-2021

### HIGH SCHOOL LEVEL

West Campus High School Head Football	\$15,000 annually
Football Offensive and Defensive Coordinator	\$ 8,500 annually
Football Assistant-Varsity	\$ 6,500 annually
Football Assistant- JV	\$ 6,500 annually
Head Volleyball	\$ 7,250 annually
Assistant Volleyball	\$ 4,500 annually
Head Track	\$ 5,250 annually
Assistant Track	\$ 3,750 annually
Head Cross Country	\$ 5,250 annually
Assistant Cross Country	\$ 3,750 annually
Head Baseball	\$ 7,250 annually
Assistant Baseball	\$ 4,500 annually
Head Softball	\$ 7,250 annually
Assistant Softball	\$ 4,500 annually
Head Basketball	\$ 7,250 annually
Assistant Basketball	\$ 4,500 annually
Head Soccer	\$ 5,750 annually
Assistant Soccer	\$ 4,000 annually
Head Swimming	\$ 5,000 annually
Head Golf	\$ 5,500 annually
Assistant Golf	\$ 4,000 annually
Head Tennis	\$ 5,500 annually
Assistant Tennis	\$ 4,000 annually
Athletic Trainer	\$12,500 annually
Assistant Athletic Trainer	\$11,500 annually
Summer Assistant	\$ 1,800 paid at end of summer

### MIDDLE SCHOOL LEVEL

Football	\$ 2,750 annually
Volleyball	\$ 2,000 annually
Basketball	\$ 2,000 annually
Soccer	\$ 2,000 annually
Track	\$ 2,000 annually
MS Coordinator	\$ 500 annually