



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: December 14, 2022

Agenda Section: Consent

Agenda Item Title: 2022-2023 Pay and Compensation Plan Amendment

From: Rita Uresti, Executive Director of Human Resources

Additional Presenters if Applicable: N/A

Description: South San Antonio ISD (SSAISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to provide pay system maintenance. TASB offers this maintenance service to former clients that have adopted a market-based pay plan. The 2022-2023 Pay and Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District. The 2022-23 compensation plan amendment is needed to support the vision and operation of the district.

Historical Data: The original 2022-2023 Pay and Compensation Plan was approved on July 26, 2022. An amended version of the 2022-2023 Pay and Compensation Plan was approved on August 22, 2022.

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

Funding Budget Code and Amount:

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

Years of Experience	2021-22 187 Day Salary	2022-2023 Pay Scale							2022-23 Daily Rate
		Teacher	Nurses	Lib& ES Counselor	MS Counselor	HS Counselor	Ins. Coach	Lead Counselor	
		3% GPI 187 days	3% GPI 190 days	3% GPI 193 days	3% GPI 198 days	3% GPI 202 days	3% GPI 210 days	3% GPI 226 days	
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	Job Title	Calendars	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 \$1,162
	Specialist, ERSEA	226					\$6.12 \$1,383
	Specialist, Family Engagement	226					
	Print Shop Manager	226					
	Truancy Attendance Officer	226					
2			Daily	\$246.31	\$304.08	\$361.86	
	Athletic Trainer, Asst	187	187 Days	46,060	56,863	67,668	\$5.96 \$1,115
	Coordinator, HS Testing	226	198 Days	48,769	60,208	71,648	\$8.94 \$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 \$1,294
	College Advisor	202	202 Days	57,715	71,253	84,792	\$10.37 \$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					
	Coordinator, HS Testing	226					
	Speech Language Pathologist, Asst	187					
4			Daily	\$300.00	\$370.37	\$440.74	
	Asst Principal, ES	198	198 Days	59,400	73,333	87,267	\$7.26 \$1,437
	Asst Principal, MS	202	202 Days	60,600	74,815	89,029	\$10.89 \$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
	Coordinator, Facilities	226					\$1,641 \$2,461
	Coordinator, Traits	226					
	Coordinator, Payroll	226					
	Coordinator, Procurement	226					
	Coordinator, Safety and Security	226					
	Coordinator, ERSEA	226					
	Coordinator, Health Services	202, 215					
	Coordinator, HR	226					
	Coordinator, Testing	226					
	Coordinator, PEIMS	226					
	Coordinator, Grant	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 \$1,617
	Asst Director, Child Nutrition	226	226 Days	71,868	88,728	105,585	\$11.55 \$2,426
	Asst Director, Facilities	226					\$1,740 \$2,610
	Asst Principal, HS	210					
6			Daily	\$341.24	\$416.15	\$491.06	
							\$8.16 \$1,740
							\$12.24 \$2,610

Controller Finance	226	220 Days	75,073	91,553	108,033	\$1,795	\$2,693
Director, Athletics	226	226 Days	77,120	94,050	110,980	\$1,844	\$2,766
Director, Child Nutrition	226						
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, School Improvement	226						
Director, Facilities	226						
Director of Teaching and Learning	226						
Director, Federal & State Program	226						
Director, Special Education	226						
Chief of Police	226						
Principal, ES	220						
7		Daily	\$365.13	\$445.28	\$525.43	\$8.73	\$13.10
Principal, MS	226	226 Days	82,519	100,633	118,747	\$1,973	\$2,961
Principal, DAEP	226						
Academic Dean, HS	226						
Associate Principal, HS	226						
8		Daily	\$397.99	\$485.36	\$572.72	\$9.52	\$14.28
Exec Director, Business and Finance	226	226 Days	89,946	109,691	129,435	\$2,152	\$3,227
Exec Director, Curriculum & Instruction	226						
Exec Director, Human Resources	226						
Exec Director, Operations	226						
Chief of Staff Officer	226						
Exec Director, Student Support Services	226						
Principal, HS	226						
9		Daily	\$465.65	\$567.86	\$670.07	\$11.13	
Chief Academic Officer	226	226 Days	105,237	128,336	151,436	\$2,515	
Chief Financial Officer	226						
10		Daily	\$641.97	\$755.26	\$868.55	\$14.81	
Deputy Superintendent	226	226 Days	145,085	170,689	196,292	\$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					
	Administrator, Technology	226					

2022-2023 Proposed Police Pay Plan
 South San Antonio ISD

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

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
	Clerk I, Assessment	207	183 Days	18,810	23,222	27,634
	Clerk I, Office	183, 226	207 Days	21,277	26,267	31,258
	Clerk I, Office CTE	183	226 Days	23,230	28,678	34,127
	Clerk I, Receptionist	226				
2						
			Hourly	\$13.94	\$17.21	\$20.48
	Clerk II, Appraisal	193, 207	183 Days	20,410	25,197	29,985
	Clerk II, Attendance ES	193	193 Days	21,525	26,574	31,623
	Clerk II, Attendance HS	193	226 Days	25,206	31,118	37,030
	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
	Clerk III, Attendance HS/Data	193	193 Days	23,251	28,705	34,159
	Clerk III, Attendance MS/Data	193, 207	207 Days	24,938	30,788	36,637
	Clerk III, Federal Programs	226	226 Days	27,227	33,613	40,000
	Clerk III, Lead Data Processor	226				
	Clerk III, Office	193				
	Clerk, Print Shop	193				
4						
			Hourly	\$16.26	\$20.07	\$23.89
	Bookkeeper, Athletics	226	226 Days	29,399	36,295	43,191
	Bookkeeper, Maintenance	226				
	Secretary, Help Desk Technician	226				
	Secretary, Head Start Program	226				
5						
			Hourly	\$17.56	\$21.68	\$25.80
	Admin Asst Secretary, Gear UP	226	198 Days	27,818	34,343	40,869
	Bookkeeper, HS	226	207 Days	29,083	35,905	42,726
	Registrar, HS	226	226 Days	31,752	39,200	46,648
	Clerk, PEIMS Data Entry	226				
	Specialist, Records Management	226				
	Secretary, Principal ES	207				
	Secretary, Principal MS	207				
	Secretary, Director	226				
	Secretary, Middle School Counselor	198				
	Secretary, High School Counselor	226				
6						
			Hourly	\$19.14	\$23.63	\$28.12
	Secretary, Athletics	226	190 Days	29,091	35,915	42,739
	Secretary, Child Nutrition	226	226 Days	34,603	42,720	50,837
	Secretary, Principal HS	226				
	Secretary, Executive Director	226				
	Clerk III, Accounts Payable	226				
	Licensed Vocational Nurse	190				
	Specialist, Procurement	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, Human Resources 226
 Specialist, Payroll 226
 Specialist, ~~Risk Management Benefits~~ 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			Hourly	\$12.07	\$14.03	\$16.00	\$0.79
	Bus Aide	190	190 Days	18,346	21,332	24,319	\$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			Hourly	\$13.08	\$16.14	\$19.21	\$0.91
	Athletic Worker	226	190 Days	19,876	24,539	29,201	\$1,389
	Cafeteria, Manager Trainee	190	226 Days	23,642	29,188	34,734	\$1,652
	Custodian, Head ES	226					
	Custodian, Head MS	226					
	Custodian, Head HS	226					
	Groundskeeper	226					
	Warehouse, Work Helper	226					
						3% GPI	
3			Hourly	\$14.48	\$17.88	\$21.28	\$0.52
	Cafeteria, Asst Manager	190	190 Days	22,015	27,179	32,343	\$792
	Athletic Worker, Lead	226	226 Days	26,186	32,328	38,471	\$942
	General Worker	226					
4			Hourly	\$15.50	\$19.14	\$22.77	\$0.56
	Cafeteria, Manager ES	190	190 Days	23,562	29,089	34,616	\$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			Hourly	\$16.74	\$20.66	\$24.59	\$0.60
	Cafeteria, Manager MS	190	190 Days	25,439	31,406	37,373	\$915
	Maintenance, Mechanic I	226	226 Days	30,259	37,357	44,454	\$1,088
	Transportation, Trainer	226					
	Transportation, Specialist	226					
6			Hourly	\$18.91	\$23.35	\$27.79	\$0.68
	Cafeteria, Manager HS	190	190 Days	28,749	35,492	42,236	\$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			Hourly	\$21.56	\$26.62	\$31.67	\$0.78
	Grounds, Foreman	226	226 Days	38,977	48,120	57,263	\$1,402
	Inventories, Foreman	226					
	Custodian, Supervisor	226					
	Electrician, Journeyman	226					
	HVAC, Journeyman	226					
	Plumber, Journeyman	226					
8			Hourly	\$24.80	\$30.61	\$36.43	\$0.89
	Child Nutrition, Area Supervisor	226	226 Days	44,830	55,346	65,861	\$1,612
	Electrician, Foreman	226					
	Warehouse, Foreman	226					
	HVAC, Foreman	226					

Maintenance, Foreman	226
Plumber, Foreman	226
Electrician, HVAC, Plumber - Master	226
Transportation, Supervisor	226

6% GPI

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

Note:

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

2022-2023 Nutrition Services Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	6% GPI	
1	Cafeteria Worker	190	Hourly	\$12.07	\$14.03	\$16.00	\$0.79
			190 Days	18,346	21,332	24,319	\$1,207
2	Cafeteria, Manager Trainee	190	Hourly	\$13.08	\$16.14	\$19.21	\$0.91
			190 Days	19,876	24,539	29,201	\$1,389
3	Cafeteria, Asst Manager	190	Hourly	\$14.48	\$17.88	\$21.28	\$0.52
			190 Days	22,015	27,179	32,343	\$792
4	Cafeteria, Manager ES	190	Hourly	\$15.50	\$19.14	\$22.77	\$0.56
			190 Days	23,562	29,089	34,616	\$847
5	Cafeteria, Manager MS	190	Hourly	\$16.74	\$20.66	\$24.59	\$0.60
			190 Days	25,439	31,406	37,373	\$915
6	Cafeteria, Manager HS	190	Hourly	\$18.91	\$23.35	\$27.79	\$0.68
			190 Days	28,749	35,492	42,236	\$1,034
7	No positions at this time		Hourly	\$21.56	\$26.62	\$31.67	\$0.78
8	Child Nutrition, Area Supervisor	226	Hourly	\$24.80	\$30.61	\$36.43	\$0.89
			226 Days	44,830	55,346	65,861	\$1,612

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
Special Education ARD Facilitator	\$3,000
New Teacher Mentor	\$300
Clinical Teacher Mentor (TCLAS)	\$1,000
Designated Master Teacher - Secondary (above 7 sections)	\$2000/section
Teacher Compensation Allotment (Teachers placed on Career Ladder as of 08-31-93)	
Level II	\$1,500
Level III	\$3,000
Grant Funded Stipend	as determined by grant
Elementary Level	
Grade Level Chair	\$800
BAC/Life skills 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/Life skills Professional	\$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/Life skills Professional	\$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
Pep squad	\$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
Safety and Security Manager	\$3,000
Campus Website Manager	\$1,000
Campus Technology Representative	\$1,000
Truancy Officer Mileage	\$1,200
JROTC Instructor	\$2,000
JROTC Assistant Instructor	\$1,250
Accountability Performance Pay	
Campus Accountability A Rating	
Campus Based Employee:	\$500
Non- Campus Based Employee:	\$500

	Campus Accountability B Rating	
	Campus Based Employee:	\$250
	Non- Campus Based Employee:	\$250
	Average Daily Attendance Performance Pay	
	Campus ADA greater than or equal to 93%	
	Campus Based Employee:	\$500
	Campus ADA greater than or equal to 90%	
	Campus Based Employee:	\$250
	TCLAS Instructional Coach	\$6,000
	Lead Counselor	\$1,500
	Lead Librarian (Districtwide)	\$3,000
	*Attendance Stipend - Paid in two installments (December and June)	\$1,000

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 2022-2023	Current
Saturday School, Tutorials, Tutors, Part-time Employees (Professional), Professional Development	\$40 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
Student Teacher Interns (TCLAS)	\$25,000 annually
CDL License	\$25 per round trip
Substitute Teacher Pay Plan 2022-2023	Current
Principal	\$295 daily
Assistant Principal	\$195 daily
Non-Degreed (Teacher)	\$100 daily
Degree without teaching certificate	\$110 daily
Degree with teaching certificate	\$120 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
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