



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 22, 2017

Purpose:  Report Only  Recognition  Discussion/ Possible Action

From: Monica Lopez, HR Director

Item Title: Discussion and possible action to approve the 2017-2018 Pay and Compensation Plan.

Description:

Consent:  
The 2017-2018 Pay and Compensation Plan.

Recommendation:

The Administration is recommending that the Board approve the 2017-2018 Pay and Compensation Plan. Raises for teachers is inclusive of any mandatory raises set out by the State Legislature.

District Goal/Strategy:

Strategy 4 We will recruit, attract, retain, and develop exceptional personnel in order to accomplish the goals of the school community.

Funding Budget Code and Amount:

CFO Approval

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APPROVED BY:

SIGNATURE

DATE

Chief Officer:

Superintendent:

*[Handwritten signatures and date 8/10/17]*



**2017-2018**  
**Pay and Compensation Plan**

**Board Approved**

Prepared by  
**HUMAN RESOURCES**

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# South San Antonio ISD

## **SCHOOL BOARD** 2017-2018

**Ms. Angelina Osteguín, President**

**Ms. Leticia Guerra, Vice President**

**Ms. Linda Longoria, Secretary**

**Ms. Eida L. Flores, Trustee**

**Ms. Helen Madla-Prather, Trustee**

**Ms. Connie Prado, Trustee**

**Mr. Louis Ybarra Jr., Trustee**

## **SUPERINTENDENT OF SCHOOLS** Dr. Abelardo Saavedra

**Director for Human Resources**  
Mrs. Monica Lopez

**2017-2018  
Salary Structures by  
Job Families**

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



**South San Antonio ISD**  
**Teachers, Librarians, and Nurses (RN)**  
**2017-2018 School Year**

Years of Experience	New Hire Salary
0	\$52,000
1	\$52,150
2	\$52,535
3	\$52,785
4	\$52,985
5	\$53,185
6	\$53,585
7	\$53,885
8	\$54,185
9	\$54,485
10	\$54,785
11	\$55,085
12	\$55,385
13	\$55,685
14	\$55,985
15	\$56,385
16	\$57,085
17	\$57,385
18	\$57,685
19	\$57,985
20	\$58,485
21	\$59,085
22	\$59,385
23	\$59,885
24	\$60,785
25+	\$61,685

<p>Master's Degree Stipend:          \$1,200 if major is not in current teaching assignment or \$2,000 with a major in their          current teaching assignment</p>
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The salaries listed above are based on 10-month employment for the 2017-18 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.

\*\*Raises for teachers is inclusive of any mandatory raises set out by the State Legislature.\*\*

# **Administrative/ Professional**



**2017-2018 Administrative/Professional Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>AP1</b>			<b>Daily</b>	<b>\$202.50</b>	<b>\$250.00</b>	<b>\$297.50</b>
	Mentor, Head Start Readiness	210	<b>193 Days</b>	39,083	48,250	57,418
	Truant/Attendance Officer	193	<b>210 Days</b>	42,525	52,500	62,475
	ESREA Specialist	226	<b>226 Days</b>	45,765	56,500	67,235
	Testing Facilitator	240	<b>240 Days</b>	48,600	60,000	71,400
<b>AP2</b>			<b>Daily</b>	<b>\$235.33</b>	<b>\$288.75</b>	<b>\$342.17</b>
	Assistant Athletic Trainer	187	<b>187 Days</b>	44,007	53,996	63,986
	Facilitator, At-Risk	210	<b>207 Days</b>	48,713	59,771	70,829
	Facilitator, School Age Parent Program	207	<b>210 Days</b>	49,419	60,638	71,856
	Speech Lang Path (Assistant)	187	<b>226 Days</b>	53,185	65,258	77,330
	Specialist Instr. Tech & Media	207				
	Facilitator Head Start Family Services	210				
	Coordinator, HS Testing	226				
<b>AP3</b>			<b>Daily</b>	<b>\$274.66</b>	<b>\$334.95</b>	<b>\$395.24</b>
	Accountant	240	<b>187 Days</b>	51,361	62,636	73,910
	Athletic Trainer	187	<b>190 Days</b>	52,185	63,641	75,096
	College Advisor	226	<b>198 Days</b>	54,383	66,320	78,258
	Coord, Custodian And Grounds	240	<b>202 Days</b>	55,481	67,660	79,838
	Counselor ES	187	<b>226 Days</b>	62,073	75,699	89,324
	Counselor HS	202	<b>240 Days</b>	65,918	80,388	94,858
	Counselor HS Lead	226				
	Counselor MS	198				
	Diagnostician	187				
	Facilitator, Bilingual/ESL	226				
	Facilitator, Instructional	226				
	Facilitator, Special Ed	226				
	Facilitator, Special Ed ARD/In	226				
	Occupational Therapist	202				
	Social Worker, Head Start Comm	190				
	Speech Language Pathologist	187				
	Specialist, Instructional Technology	210				
	Coordinator, Truancy	226				

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>AP4</b>			<b>Daily</b>	<b>\$289.37</b>	<b>\$355.05</b>	<b>\$420.73</b>
	Asst Director Child Nutrition	240	<b>193 Days</b>	55,848	68,525	81,201
	Asst Principal ES	198	<b>198 Days</b>	57,295	70,300	83,305
	Asst Principal MS	198	<b>202 Days</b>	58,453	71,720	84,987
	Chief of Police	240	<b>207 Days</b>	59,900	73,495	87,091
	Community Relations Officer	240	<b>215 Days</b>	62,215	76,336	90,457
	Coord, Advanced Academics	240	<b>226 Days</b>	65,398	80,241	95,085
	Coord, Human Resources	240	<b>240 Days</b>	69,449	85,212	100,975
	Coord, HS ERSEA	226				
	Coord, Instr. Tech & Media Sv	240				
	Coord, PBIS - Sct Grant	240				
	Health Service Coordinator	193				
	LSSP	202				
	PBIS Facilitator, SCT Grant	215				
	Records Management Officer	240				
	Specialist, Behavior	207				
	Specialist, HS Family & Rec	226				
	Specialist, HS Health	226				
	Specialist, HS Special Needs	226				
	Specialist, HS Volunteer	226				
	Specialist, PBIS Behavior	207				
<b>AP5</b>			<b>Daily</b>	<b>\$306.73</b>	<b>\$376.35</b>	<b>\$445.97</b>
	Asst Athletic/PE Coordinator	226				
	Asst Principal HS	210	<b>210 Days</b>	64,413	79,034	93,654
	Asst Principal, HS (Special Needs & High Risk)	210	<b>226 Days</b>	69,321	85,055	100,789
	Coordinator, Career Technical Education	240	<b>240 Days</b>	73,615	90,324	107,033
<b>AP6</b>			<b>Daily</b>	<b>\$330.21</b>	<b>\$402.69</b>	<b>\$475.17</b>
	Director, Athletic Program	240	<b>215 Days</b>	70,995	86,578	102,162
	Director, Bil/Mig/ESL	240	<b>226 Days</b>	74,627	91,008	107,388
	Director, Child Nutrition	240	<b>240 Days</b>	79,250	96,646	114,041
	Director, Early Childhood	240				
	Director, Early College HS	226				
	Director of Facilities	240				
	Director, Grant Project-SCTG	240				
	Director, Teaching & Learning	240				
	Director, Purchasing	240				
	Director, Research & Eval. Inf	240				
	Director, STEM & Adv. Academic	240				
	Director Transportation	240				
	Principal ES	215				
	Director of Payroll	240				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>AP7</b>			<b>Daily</b>	<b>\$353.32</b>	<b>\$430.88</b>	<b>\$508.44</b>
	Director, Health Science Academy	240	<b>215 Days</b>	75,964	92,639	109,315
	Principal MS	215, 226	<b>226 Days</b>	79,850	97,379	114,907
	Director, Fed & State Program	240	<b>240 Days</b>	84,797	103,411	122,026
	Director, Human Resources	240				
	Director, Special Ed	240				
<b>AP8</b>			<b>Daily</b>	<b>\$386.88</b>	<b>\$471.81</b>	<b>\$556.74</b>
	Exec Director, Curriculum & Instruction	240	<b>240 Days</b>	92,851	113,234	133,618
	Exec Director, Operations	240				
	Exec Director, School & Comm. Partnerships	240				
	Exec Principal Early College High School	240				
	Exec Director, Business & Finance	240				
<b>AP9</b>			<b>Daily</b>	<b>\$437.18</b>	<b>\$533.15</b>	<b>\$629.12</b>
	Chief Academic Officer	240	<b>240 Days</b>	104,923	127,956	150,989
	Chief Financial Officer	240				

# Clerical/ Technical Support



**2017-2018 Clerical/Technical Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>CT1</b>						
	Clerk I, Assessment	207	<b>Hourly</b>	<b>\$11.00</b>	<b>\$13.50</b>	<b>\$16.00</b>
	Clerk I, Office	183, 226	<b>183 Days</b>	16,104	19,764	23,424
	Clerk I, Office Counselor	193	<b>193 Days</b>	16,984	20,844	24,704
	Clerk I, Office-CTE	183	<b>207 Days</b>	18,216	22,356	26,496
	Clerk I, Receptionist	240	<b>226 Days</b>	19,888	24,408	28,928
	Clerk I, RTI/PEIMS	207	<b>240 Days</b>	21,120	25,920	30,720
	Clerk I, Attendance	183				
<b>CT2</b>						
	Clerk II, Appraisal	240	<b>Hourly</b>	<b>\$12.38</b>	<b>\$15.29</b>	<b>\$18.20</b>
	Clerk II, Assessment	226, 240	<b>183 Days</b>	18,124	22,385	26,645
	Clerk II, College Advisor	193	<b>193 Days</b>	19,115	23,608	28,101
	Clerk II, ES Attendance	193	<b>226 Days</b>	22,383	27,644	32,906
	Clerk II, Library	183	<b>240 Days</b>	23,770	29,357	34,944
	Migrant Recruiter	183				
	Clerk II, Office	183				
	Clerk II, Office Print Shop	183				
	Clerk II, Secondary Attendance	193				
	Clerk II, SEMS	240				
	Clerk II, Special Ed	183				
	Secretary, School Counselor	183, 226				
<b>CT3</b>						
	Clerical, Print Shop	226	<b>Hourly</b>	<b>\$13.49</b>	<b>\$16.67</b>	<b>\$19.85</b>
	Clerk III, Head Start	226	<b>193 Days</b>	20,829	25,738	30,648
	Clerk III, Lead Data Processor	226	<b>226 Days</b>	24,390	30,139	35,889
	Clerk III, Office	193	<b>240 Days</b>	25,901	32,006	38,112
	Clerk III, Sec Attend/Data	193				
	District Courier	240				
<b>CT4</b>						
	Bookkeeper, Athletics	226	<b>Hourly</b>	<b>\$14.72</b>	<b>\$18.17</b>	<b>\$21.62</b>
	Bookkeeper, Business Office	240	<b>210 Days</b>	24,730	30,526	36,322
	Bookkeeper, Maintenance	240	<b>226 Days</b>	26,613	32,851	39,088
	Bookkeeper, Sp Ed	240	<b>240 Days</b>	28,262	34,886	41,510
	Clerk IV, Maint Sys Dispatcher	240				
	Clerk IV, PEIMS Data Entry	240				
	Specialist, Records Mgmt.	240				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>CT5</b>			<b>Hourly</b>	<b>\$15.62</b>	<b>\$19.53</b>	<b>\$23.44</b>
	Clerk V, Accounts Payable	240	<b>207 Days</b>	25,867	32,342	38,817
	Child Nutrition					
	Procurement/Inventory Specialist	240	<b>240 Days</b>	29,990	37,498	45,005
	Secretary, Campus ES	207				
	Secretary, Campus MS	207				
	Secretary, Child Nutrition	240				
	Secretary, Director Sp Ed	240				
	Secretary, Help Desk	240				
	Secretary, Transportation	240				
	Specialist, HR (Substitute)	240				
	Bookkeeper, High School	240				
	Registrar, High School	240				
<b>CT6</b>			<b>Hourly</b>	<b>\$17.18</b>	<b>\$21.48</b>	<b>\$25.78</b>
	Secretary, Athletic Dept.	240	<b>226 Days</b>	31,061	38,836	46,610
	Secretary, Campus High School	226	<b>240 Days</b>	32,986	41,242	49,498
	Secretary, Director Bil/ESL/Mig	226				
	Secretary, Director Maintenance	240				
	Secretary, Director of Purchasing	240				
<b>CT7</b>			<b>Hourly</b>	<b>\$19.02</b>	<b>\$23.78</b>	<b>\$28.54</b>
	Accountant, Staff	240	<b>210 Days</b>	31,954	39,950	47,947
	Secretary, Chief Academic Office	240	<b>226 Days</b>	34,388	42,994	51,600
	Secretary, Chief Financial Officer	240	<b>240 Days</b>	36,518	45,658	54,797
	Secretary, Executive Director	240				
	Specialist, Family Service	210				
	Specialist, HR	240				
	Specialist, NGS	226				
	Specialist, Payroll	240				
	Specialist, Budget	240				
<b>CT8</b>			<b>Hourly</b>	<b>\$23.17</b>	<b>\$28.96</b>	<b>\$34.75</b>
	Coordinator, Student Data PEIMS	240	<b>240 Days</b>	44,486	55,603	66,720
	Specialist, Position Mgmt/HR	240				
	Superintendent's Admin Assistant	240				
	Specialist, Communication	240				



# Instructional Support

**2017-2018 Instructional Support Pay Plan**  
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>IS1</b>				<b>Hourly</b>	<b>\$11.00</b>	<b>\$13.50</b>	<b>\$16.00</b>
		Instructional Aide	183	<b>183 Days</b>	16,104	19,764	23,424
		Instructional Aide, At-Risk	183				
		Instructional Aide, Bilingual	183				
		Instructional Aide, ESL	183				
		Instructional Aide, Head Start/PK	183				
		Instructional Aide, PE	183				
<b>IS2</b>				<b>Hourly</b>	<b>\$11.81</b>	<b>\$14.58</b>	<b>\$17.35</b>
		Instructional Aide, Comp Lab	183	<b>183 Days</b>	17,290	21,345	25,400
		Instructional Aide, Sp ED I	183	<b>187 Days</b>	17,667	21,811	25,955
		Instructional Aide, Sp ED-Inclu	183				
		Instructional Aide, Sp ED-Res	183				
		Instructional Aide, Teen Parent	183				
		Nurse's Aide	183				
		Instructional Aide, CTE	183				
		Campus Monitor	187				
<b>IS3</b>				<b>Hourly</b>	<b>\$12.92</b>	<b>\$15.75</b>	<b>\$18.59</b>
		Instructional Aide, Sp ED	183	<b>183 Days</b>	18,915	23,058	27,216
		Instructional Aide, Sp ED-BAC	183				
		Instructional Aide, Sp ED-LS	183				
		Instructional Aide, Sp ED-PPCD	183				
		Instructional Aide, Sp ED-VAC	183				
		Instructional Aide, Sp ED-SSTEP	183				
<b>IS4</b>				<b>Hourly</b>	<b>\$13.95</b>	<b>\$17.01</b>	<b>\$20.07</b>
		Instructional Aide, Deaf Ed	183	<b>183 Days</b>	20,423	24,903	29,382
		Instructional Aide, Reach Associate	183				
<b>CI1</b>				<b>Hourly</b>	<b>\$20.71</b>	<b>\$23.81</b>	<b>\$26.91</b>
		Interpreter/AH-Cert/ I	183	<b>183 Days</b>	30,319	34,858	39,396
<b>CI2</b>				<b>Hourly</b>	<b>\$24.82</b>	<b>\$28.21</b>	<b>\$31.60</b>
		Interpreter/Cert-Level II	183	<b>183 Days</b>	36,336	41,299	46,262
<b>CI3</b>				<b>Hourly</b>	<b>\$27.06</b>	<b>\$30.75</b>	<b>\$34.44</b>
		Interpreter/Cert-Level III	183	<b>183 Days</b>	39,616	45,018	50,420

# Auxiliary

## 2017-2018 Auxiliary Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$11.00</b>	<b>\$12.75</b>	<b>\$14.50</b>
	Bus Aide	183	<b>183 Days</b>	16,104	18,666	21,228
	Bus Aide - Head Start	183	<b>191 Days</b>	16,808	19,482	22,156
	Custodian	240	<b>193 Days</b>	16,984	19,686	22,388
	Custodian - Athletics	240	<b>240 Days</b>	21,120	24,480	27,840
	Custodian - Floater	240				
	Custodian - Food Service	193				
	Custodian - Food Service (Floater)	193				
	Food Service Worker	191				
	Food Service Worker - Floater	191				
	Food Service Worker - Catering	191				
<b>2</b>			<b>Hourly</b>	<b>\$11.72</b>	<b>\$14.47</b>	<b>\$17.22</b>
	Head Custodian	240	<b>240 Days</b>	22,502	27,782	33,062
	Head Custodian - Athletics	240				
	Maintenance - Athletics	240				
	Maintenance - General Helper	240				
	Maintenance - Groundskeeper	240				
	Maintenance - HVAC Apprentice	240				
	Maintenance - Warehouse Assistant	240				
	Warehouse Worker Helper	240				
<b>3</b>			<b>Hourly</b>	<b>\$13.30</b>	<b>\$16.42</b>	<b>\$19.54</b>
	Bus Driver	183	<b>183 Days</b>	19,471	24,039	28,607
	Bus Driver - Head Start	183	<b>191 Days</b>	20,322	25,090	29,857
	Bus Driver - Sp Ed	183	<b>240 Days</b>	25,536	31,526	37,517
	Cafeteria Manager - Assistant	191				
	Cafeteria Manager - Trainee	191				
	Head Custodian - HS	240				
	Maintenance - General Worker	240				
	Warehouse Worker I, Textbooks	240				
<b>4</b>			<b>Hourly</b>	<b>\$14.36</b>	<b>\$17.73</b>	<b>\$21.10</b>
	Cafeteria Manager, ES	193	<b>193 Days</b>	22,172	27,375	32,578
	Maintenance - General Worker II	240	<b>240 Days</b>	27,571	34,042	40,512
	Maintenance - General Worker II-IPM	240				
	General Maintenance- Painter	240				
<b>5</b>			<b>Hourly</b>	<b>\$15.51</b>	<b>\$19.15</b>	<b>\$22.79</b>
	Cafeteria Manager, MS	193	<b>193 Days</b>	23,947	29,568	35,188
	Maintenance - Mechanic I	240	<b>240 Days</b>	29,779	36,768	43,757
	Catering Manager	193				

Pay Grade	Job Title		Minimum	Midpoint	Maximum	
<b>6</b>			<b>Hourly</b>	<b>\$16.75</b>	<b>\$20.68</b>	<b>\$24.61</b>
	Cafeteria Manager - HS	193	<b>193 Days</b>	25,862	31,930	37,998
	Foreman - Warehouse FS	240	<b>240 Days</b>	32,160	39,706	47,251
	Maintenance - Glazier/Locksmith	240				
	Mechanic II	240				
	Plant Manager	240				
<b>7</b>			<b>Hourly</b>	<b>\$19.10</b>	<b>\$23.58</b>	<b>\$28.06</b>
	Electrician - Journeyman	240	<b>240 Days</b>	36,672	45,274	53,875
	Plumber - Journeyman	240				
	Supervisor - Custodial	240				
	Foreman - Warehouse	240				
	Master - HVAC	240				
<b>8</b>			<b>Hourly</b>	<b>\$21.77</b>	<b>\$26.88</b>	<b>\$31.99</b>
	Area Supervisor - Child Nutrition	207	<b>207 Days</b>	36,051	44,513	52,975
	Foreman - Electrician	240	<b>240 Days</b>	41,798	51,610	61,421
	Foreman - Plumber	240				
	Foreman - HVAC Mechanic	240				
	Foreman - Mechanic	240				
	Foreman - Maintenance	240				
	Supervisor – Transportation	240				



# Police



**2017-2018 Police Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>1</b>	Public Service Officer	187	Hourly	\$12.00	\$14.50	\$17.00
			187 Days	17,952	21,692	25,432
<b>2</b>	Communications Operator	240	Hourly	\$14.31	\$17.40	\$20.49
			240 Days	27,475	33,408	39,341
<b>3</b>	Certified Peace Officer Supervisor, Police Communications	187, 240	Hourly	\$17.94	\$21.75	\$25.56
		240	187 Days	26,838	32,538	38,238
			240 Days	34,445	41,760	49,075
<b>4</b>	Investigator/Corporal	240	Hourly	\$19.65	\$23.82	\$27.99
			240 Days	37,728	45,734	53,741
<b>5</b>	Sergeant, Certified Peace Officer	240	Hourly	\$22.01	\$26.20	\$30.39
			240 Days	42,259	50,304	58,349
<b>6</b>	Lieutenant	240	Hourly	\$24.50	\$28.82	\$33.14
			240 Days	47,040	55,334	63,629

# Technology

**2017-2018 Technology Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
<b>T1</b>						
	Computer Technician	240	<b>Daily</b>	<b>\$148.00</b>	<b>\$185.00</b>	<b>\$222.00</b>
	Specialist, Hardware	240	<b>226 Days</b>	33,448	41,810	50,172
	Desktop Services Technician	226	<b>240 Days</b>	35,520	44,400	53,280
	Specialist, Software (Child Nutrition)	240				
<b>T2</b>						
	Specialist, Telecommunications	240	<b>Daily</b>	<b>\$172.33</b>	<b>\$212.75</b>	<b>\$253.17</b>
			<b>240 Days</b>	41,359	51,060	60,761
<b>T3</b>						
	Administrator, Comp & Mobile D	240	<b>Daily</b>	<b>\$203.35</b>	<b>\$251.05</b>	<b>\$298.75</b>
	Specialist, Info Tech Support	240	<b>240 Days</b>	48,804	60,252	71,700
<b>T4</b>						
	Administrator, Network	240	<b>Daily</b>	<b>\$251.15</b>	<b>\$306.28</b>	<b>\$361.41</b>
	Administrator, Systems	240	<b>240 Days</b>	60,276	73,507	86,738
<b>T5</b>						
	Director, Technology	240	<b>Daily</b>	<b>\$343.19</b>	<b>\$413.48</b>	<b>\$483.77</b>
			<b>240 Days</b>	82,366	99,235	116,105

# Substitutes

**South San Antonio Independent School District  
School Year 2017-2018  
Substitute Pay Scale**

**ADMINISTRATIVE - SUBSTITUTE**

**RATE**

Degree/Mid-Management Certification Principal.....\$190.00 Daily

**TEACHER SUBSTITUTE**

Teacher Certification.....\$100.00 Daily  
B.A. or M.A.

No Teacher Certification .....\$95.00 Daily  
B.A. or M.A.

Over 60 college hours .....\$75.00 Daily

Below 60 college hours .....\$60.00 Daily

Substitute Teacher Aide Pay.....\$65.00 Daily

After 10 consecutive days for the same teacher,  
the increase to the daily rate beginning on the 11th day. ....\$10.00 Daily

**Substitute Bus Driver** .....\$12.75 Hourly

**Substitute Bus Aide** .....\$9.50 Hourly

**Substitute Custodial/Food Service Worker** .....\$9.50 Hourly

**Substitute Nurse (RN)** .....\$100.00 Daily

**Substitute Nurse Aide** .....\$65.00 Daily

\*Must meet specific certification requirements.

# Part-time/ Temporary Employees



**South San Antonio Independent School District  
School Year 2017-2018  
Part-Time Pay Scale**

**CAMPUS ADMINISTRATOR**

Principal (Certified).....	\$225.00 Daily
Assistant Principal (Certified) .....	\$195.00 Daily

**TUTORS**

Tutor (Teacher Certification) [after or during school] .....	\$25.00 Hourly
Tutor (Degreed) [after or during school] .....	\$18.00 Hourly
(After School Challenge, Tutoring, Sp. Ed. Teacher serving as Deaf Interpreter after hours)	
Tutor (College) {after or during school}.....	\$10.00 Hourly

**STUDENTS-PART-TIME**

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

Homebound Teacher .....	\$25.00 Hourly
Teacher Asst. for critical student needs .....	\$60.00 Daily
Teacher Aud. Impaired .....	\$50.00 Hourly
Speech Therapist.....	\$32.00 Hourly

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

# Summer School/ Extra Duty

DRAFT

## Summer School Rates 2017-2018 School Year

Principal.....	\$35.00 Hourly
Assistant Principal.....	\$30.00 Hourly
Teacher/Counselor/Nurse/Librarian/Truant Officers.....	\$25.00 Hourly
Paraprofessional.....	\$15.00 Hourly

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

Cafeteria Manager.....	\$17.00 Hourly
Food Service Porter (Custodian).....	\$ 9.00 Hourly
Food Service Worker.....	\$10.00 Hourly

### **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

# 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 2017-2018

## ELEMENTARY SCHOOL LEVEL

### Grade Level Department Head

Pre-Kinder .....	\$800.00 annually
Kindergarten .....	\$800.00 annually
First Grade .....	\$800.00 annually
Second Grade .....	\$800.00 annually
Third Grade.....	\$800.00 annually
Fourth Grade.....	\$800.00 annually
Fifth Grade.....	\$800.00 annually

Behavior Academic Class (BAC) (Professional)..... \$1,400.00 annually

PBIS Team Member.....\$1,200.00 annually  
(Not to include Principal or Asst. Principal)

**Multi-Classroom Leader (MCL) .....\$10,000.00 annually**

\*Paid in two installments (December and June)



## Stipends School Year 2017-2018

### MIDDLE SCHOOL LEVEL

#### Department Head

Math .....	\$1,200.00 annually
English .....	\$1,200.00 annually
History .....	\$1,200.00 annually
Science.....	\$1,200.00 annually
Physical Education.....	\$ 800.00 annually
Special Education .....	\$ 800.00 annually
Electives .....	\$ 800.00 annually

Behavior Academic Class (BAC) (Professional)..... \$2,100.00 annually

#### Sponsors:

Year Book .....	\$1,250.00 annually
Newspaper .....	\$1,250.00 annually
Cheerleader .....	\$1,250.00 annually

PBIS Team Member\* .....

(Not to include Principal or Assistant Principal) \$1,200.00 annually

**UIL One Act Play .....** \$1,000.00 annually

\*Paid in two installments (December and June)

## Stipends School Year 2017-2018

### HIGH SCHOOL LEVEL

#### Department Head:

Math .....	\$2,000.00 annually
English.....	\$2,000.00 annually
History .....	\$2,000.00 annually
Science.....	\$2,000.00 annually
Physical Education.....	\$1,500.00 annually
Electives.....	\$1,500.00 annually
Business .....	\$1,500.00 annually
Special Education .....	\$1,500.00 annually
Fine Arts.....	\$1,500.00 annually
Behavior Academic Class (BAC) (Professional).....	\$2,800.00 annually

#### Sponsors:

Year Book .....	\$1,600.00 annually
Newspaper.....	\$1,600.00 annually
Pepsquad.....	\$2,750.00 annually
Cheerleader.....	\$1,600.00 annually +15 days at daily rate
<b>Dance Team.....</b>	<b>\$3,000.00 annually +15 days at daily rate</b>
Robotics.....	\$1,400.00 annually
<b>High School UIL Coordinator .....</b>	<b>\$1,200.00 annually</b>
<b>Debate Coach .....</b>	<b>\$1,600.00 annually</b>
<b>UIL One Act Play .....</b>	<b>\$3,000.00 annually</b>

#### UIL Sponsors\*:

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

Science.....	\$ 250.00
Number Sense.....	\$ 250.00
Mathematics .....	\$ 250.00
Calculator Applications.....	\$ 250.00
Accounting.....	\$ 250.00
Computer Applications .....	\$ 250.00
Computer Science .....	\$ 250.00
Spelling and Vocabulary.....	\$ 250.00
Extemporaneous Information Speaking.....	\$ 250.00
Extemporaneous Persuasive Speaking.....	\$ 250.00
Ready Writing.....	\$ 250.00
News Writing .....	\$ 250.00
Feature Writing.....	\$ 250.00
Editorial Writing.....	\$ 250.00
Headline Writing.....	\$ 250.00
Literary Criticism.....	\$ 250.00
Prose Interpretation.....	\$ 250.00
Poetry Interpretation.....	\$ 250.00
Current Issues and Events.....	\$ 250.00

\*Plus \$100.00 per meet not to exceed 10 meets - paid as a one-time supplement at the end of the year

## Stipends School Year 2017-2018

### OTHER STIPENDS

Campus Website Manager.....	\$500.00 annually
Certified Bilingual Teacher Teaching in Bilingual Class.....	\$2,000.00 annually
Certified Secondary Math Teachers Teaching in Math Class.....	\$1,200.00 annually
Certified Secondary Science Teachers Teaching in Science Class.....	\$1,200.00 annually
Special Education Teachers Teaching in Special Education .....	\$1,500.00 annually
MS & HS Certified ESL Teacher Teaching 50%+ in ESL Class .....	\$ 1,200.00 annually
LSSP, Diagnosticians, and Speech Language Pathologists .....	\$3,000.00 annually
**LSSP, (Retention) \$1,000.00 per year up to 5 years.....	\$1,000.00 annually
LSSP, Diagnosticians, and Speech Language Pathologists Bilingual.....	\$1,400.00 annually
Dyslexia Program Lead Teacher.....	\$ 500.00 annually
Valued Youth Program Lead Teacher .....	\$ 500.00 annually
HS Auditorium Coordinator.....	\$1,400.00 annually
HS Media Coordinator.....	\$2,000.00 annually
Lead Counselor District-wide.....	\$5,000.00 annually
Music Coordinator .....	(9 extra days @ daily rate)
Jr. ROTC Lead Sponsor .....	\$2,000.00 annually
Jr. ROTC Assistant .....	\$1,250.00 annually
Teacher Orientation Preparation Program Mentor.....	\$ 300.00 annually
*New Teacher Mentor.....	\$ 300.00 annually
Principal Mentor.....	\$10,000.00 Annually
*Dual Credit .....	\$ 500.00 per course per semester
(If no other dual credit stipend is paid.)	
Teacher Compensation Allotment (Teachers placed on Career Ladder As of 8-31-93.)	
Level II.....	\$1,500.00 annually
Level III.....	\$3,000.00 annually

\*Paid in two installments (December and June)

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



## CTE Stipends

*Robotics.....	\$1,500.00 annually
*Print Imaging.....	\$ 750.00 annually
*Cosmetology.....	\$1,000.00 annually
*Refinishing.....	\$ 750.00 annually
*Cyber Patriot.....	\$ 500.00 annually
*Texas Assn for Future Educators.....	\$ 500.00 annually
*Architecture.....	\$ 500.00 annually
*Health Occupations Students of America (HOSA).....	\$ 500.00 annually
*Architecture, Construction & Engineering Mentor (A).....	\$ 500.00 annually
*Future Farmers of America (FFA).....	\$1,000.00 annually
*Culinary Arts.....	\$1,000.00 annually

## BAND Stipends

Band Director High School.....	\$4,000 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 .....	\$3,000.00 Annually

\*Paid in two installments (December and June)

## Athletic Stipends School Year 2017-2018



### HIGH SCHOOL LEVEL

Head Football	\$15,000.00 annually
Athletic Coordinator	\$ 7,000.00 annually
Football Coordinator	\$ 8,500.00 annually
Football Assistant-Varsity	\$ 6,500.00 annually
Football Assistant- JV	\$ 6,000.00 annually
Head Volleyball	\$ 7,250.00 annually
Assistant Volleyball	\$ 4,500.00 annually
Head Track	\$ 5,250.00 annually
Assistant Track	\$ 3,750.00 annually
Head Cross Country	\$ 5,250.00 annually
Assistant Cross Country	\$ 3,750.00 annually
Head Baseball	\$ 7,250.00 annually
Assistant Baseball	\$ 4,500.00 annually
Head Softball	\$ 7,250.00 annually
Assistant Softball	\$ 4,500.00 annually
Head Basketball	\$ 7,250.00 annually
Assistant Basketball	\$ 4,500.00 annually
Head Soccer	\$ 5,750.00 annually
Assistant Soccer	\$ 4,000.00 annually
Head Swimming	\$ 5,000.00 annually
Head Golf	\$ 5,500.00 annually
Assistant Golf	\$ 4,000.00 annually
Head Tennis	\$ 5,500.00 annually
Asst. Tennis	\$ 4,000.00 annually
Athletic Trainer	\$12,500.00 annually
Asst. Athletic Trainer	\$ 11,500.00 annually
Summer Assistant	\$1,800.00 annually

### MIDDLE SCHOOL LEVEL

Football	\$2,750.00 annually
Volleyball	\$2,000.00 annually
Basketball	\$2,000.00 annually
Soccer	\$2,000.00 annually
Track	\$2,000.00 annually
MS Coordinator	\$500.00 annually