

Pay Systems Maintenance

**South San Antonio
Independent School District**

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HRServices

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Introduction

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 report presents a summary of our findings and recommendations based on three percentage adjustment models requested by the district. It includes a market comparison of key benchmark jobs, a cost estimate of the requested pay increase adjustments, a new teacher placement guide, and pay range structures for other job groups.

Project Activities

The following tasks were completed according to the district's service agreement:

- Set up pay file modeling templates using a snapshot of actual employee data.
- Reviewed competitive pay for teachers and key benchmark jobs.
- Reviewed and adjusted teacher hiring schedule and other pay range structures as needed.
- Calculated individual employee pay adjustments.
- Calculated cost estimates for adjustment models.
- Recommended special adjustments for resolution of pay problems.
- Conducted a briefing and delivered a report to district leadership team.

Employee data files will be transferred electronically upon completion of the project.

Note: Pay adjustments are based on the snapshot of district employee data at the time data was received by TASB. Districts are responsible for updating payroll systems and calculating pay for any subsequent new hires.

Market Summary

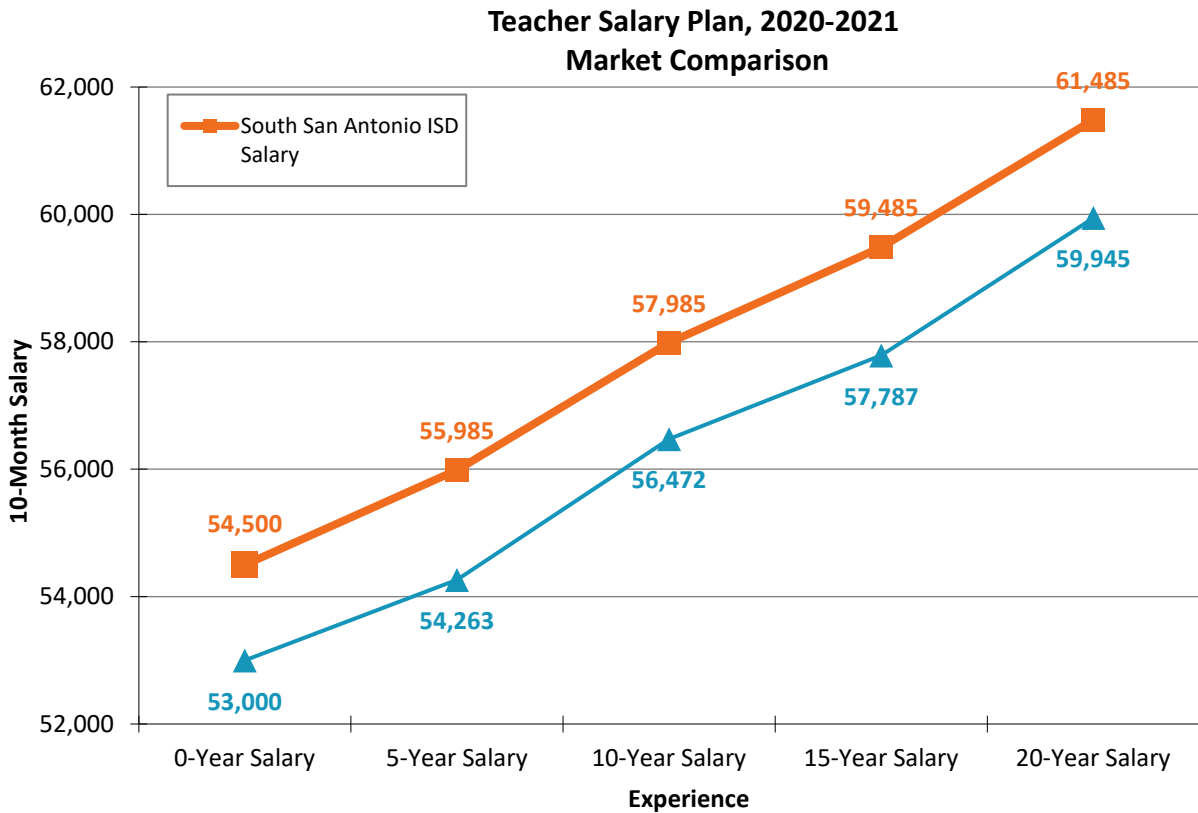
Comparison districts were selected on the basis of enrollment and location. School district data was obtained from the most recent available surveys conducted by TASB HR Services.

District	Enrollment
South San Antonio ISD	8,200
Alamo Heights ISD	4,800
East Central ISD	9,452
Edgewood ISD-Bexar County	8,827
Harlandale ISD	12,526
Judson ISD	22,800
North East ISD	60,313
Northside ISD-Bexar County	107,458
San Antonio ISD**	50,089
Somerset ISD	4,150
Southside ISD	5,528
Southwest ISD	13,494

** District did not participate in survey. Teacher schedules collected from the district.

Teacher Market Comparison

SSAISD teacher salaries are above market median values of the competitive market group at all surveyed points in the range. Overall, teacher pay maintained competitiveness compared to last year. Starting teacher pay is 3 percent above market and ranks fourth among comparison districts. Average teacher salary is 1 percent above market value.



Teacher Salaries by Experience
Bachelor's degree, 10 months

District		0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary
1	Southside ISD	\$56,135	\$57,470	\$60,377	\$63,106	\$65,890	\$63,652
2	Northside ISD-Bexar County	\$55,110	\$56,785	\$58,960	\$60,635	\$62,540	\$59,887
3	Southwest ISD	\$54,625	\$55,225	\$57,475	\$59,875	\$62,875	\$58,148
4	Harlandale ISD	\$54,150	\$55,411	\$58,160	\$59,525	\$61,999	\$60,643
5	San Antonio ISD**	\$53,400	\$54,263	\$55,319	\$56,533	\$57,879	
6	Edgewood ISD-Bexar County	\$53,000	\$55,163	\$56,472	\$57,787	\$59,511	\$57,635
7	North East ISD	\$53,000	\$53,363	\$54,578	\$56,928	\$59,178	\$56,837
8	Alamo Heights ISD	\$52,950	\$54,187	\$56,350	\$57,586	\$58,662	\$58,216
9	Judson ISD	\$52,552	\$53,582	\$54,632	\$56,232	\$57,832	\$55,270
10	Somerset ISD	\$52,000	\$52,950	\$53,950	\$56,726	\$62,038	\$56,004
11	East Central ISD	\$51,500	\$54,185	\$57,720	\$58,215	\$59,945	\$56,706
South San Antonio ISD		\$54,500	\$55,985	\$57,985	\$59,485	\$61,485	\$58,645
Median		\$53,000	\$54,263	\$56,472	\$57,787	\$59,945	\$57,891
Comparison to Median Dollar Difference		103% \$1,500	103% \$1,722	103% \$1,513	103% \$1,698	103% \$1,540	101% \$754

In the table above, the red arrow indicates how SSAISD's starting (0-year) teacher salary compares to a sorted list of the peer districts in the market.

The table below includes common teacher stipends and how the district compares with peers. This comparison may be helpful if the district is considering adjusting stipend amounts or offerings. Offering stipends for hard-to-fill positions is one method of remaining competitive with peer districts.

Stipend	South San Antonio ISD	Median Stipend	Districts Reporting
Master's Degree	\$1,500	\$1,500	10 of 10
Subject-Area Master's	\$2,300	\$1,800	2 of 10
Secondary Math	\$2,000	\$1,500	6 of 10
Secondary Science	\$2,000	\$1,500	6 of 10
Bilingual	\$2,000	\$2,500	9 of 10
Special Education General/Resource	\$2,000	\$2,000	5 of 10
Special Education Self-Contained	\$2,600	\$2,150	8 of 10

Market Comparison Summary – Other Employee Groups

The tables below show the employee groups included in this study as well as the average market comparison for each.

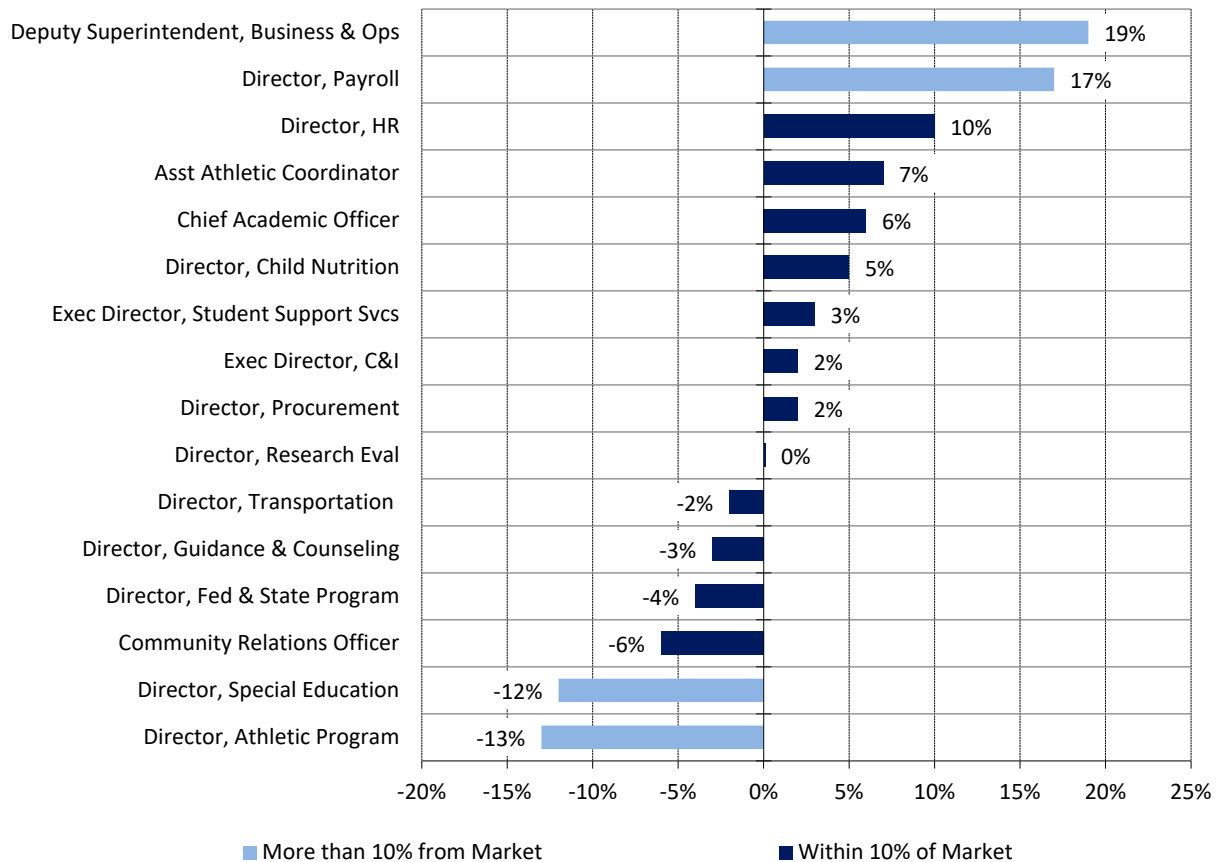
Exempt Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Central Administration	102%	106%	16
Campus Administration	95%	97%	7
Professional	98%	101%	19
Technology	93%	101%	4
Police	88%	92%	5

Nonexempt Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical Support	102%	104%	98%	19
Instructional Support	102%	104%	97%	6
Auxiliary	98%	98%	92%	22

Central Administration Market Comparison

Across benchmark central administration positions, SSAISD is paying at 102 percent of market, on average. Most positions in this job group are paid within 10 percent of market value or higher. Comparisons within 10 percent of market are within a competitive range of pay. Market comparisons for this group were based on statewide market value of comparable size districts (enrollment 7,500 to 12,999). SSAISD 12-month duty calendars are 240 days compared to 226 average days by market peers.

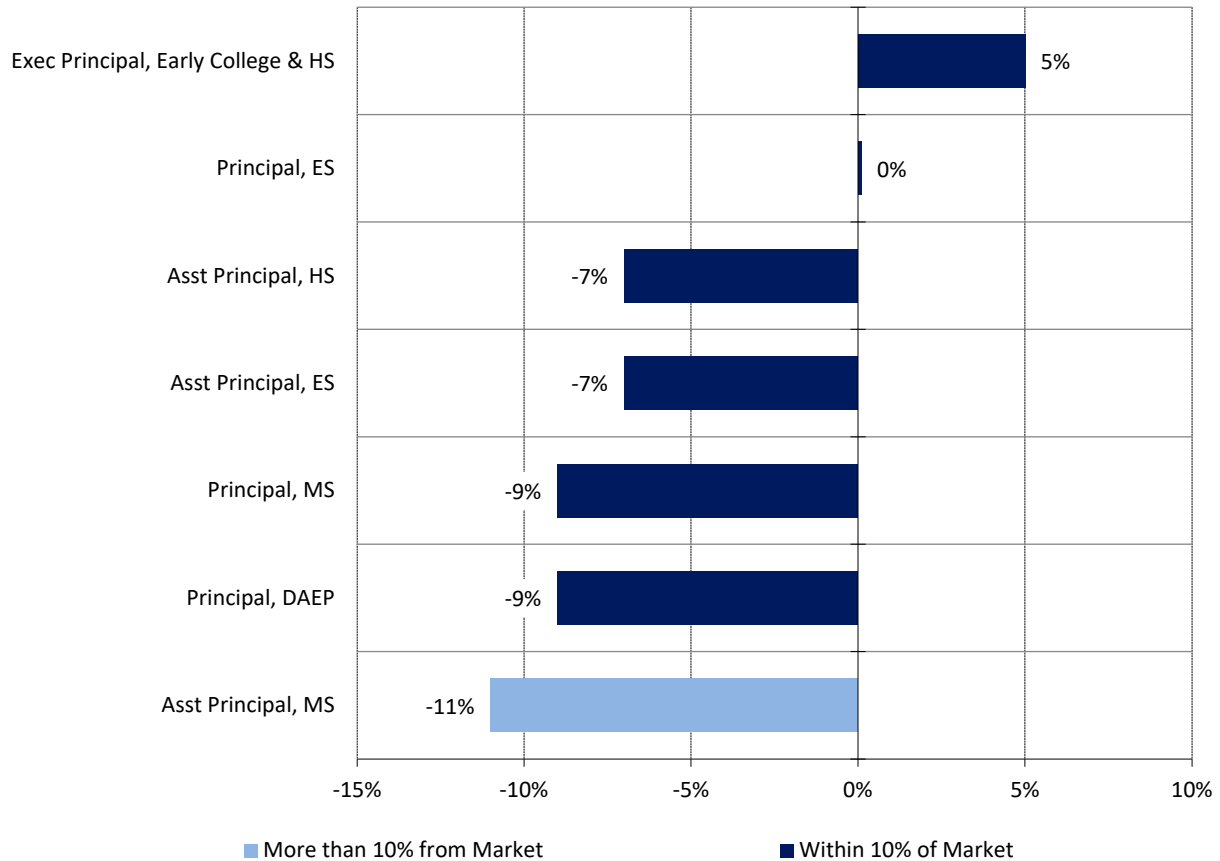
South San Antonio ISD: Central Administration Comparisons to Market, 2020-2021



Campus Administration Market Comparison

Across benchmark campus administration positions, SSAISD is paying 5 percent below market medians, on average. Of this job group, all positions are paid within 10 percent of market except for MS assistant principal. Elementary school and middle school assistant principals at SSAISD work nine days less than the average of market peers. The market comparison improves to 6 percent below market for MS assistant principal on a daily rate comparison.

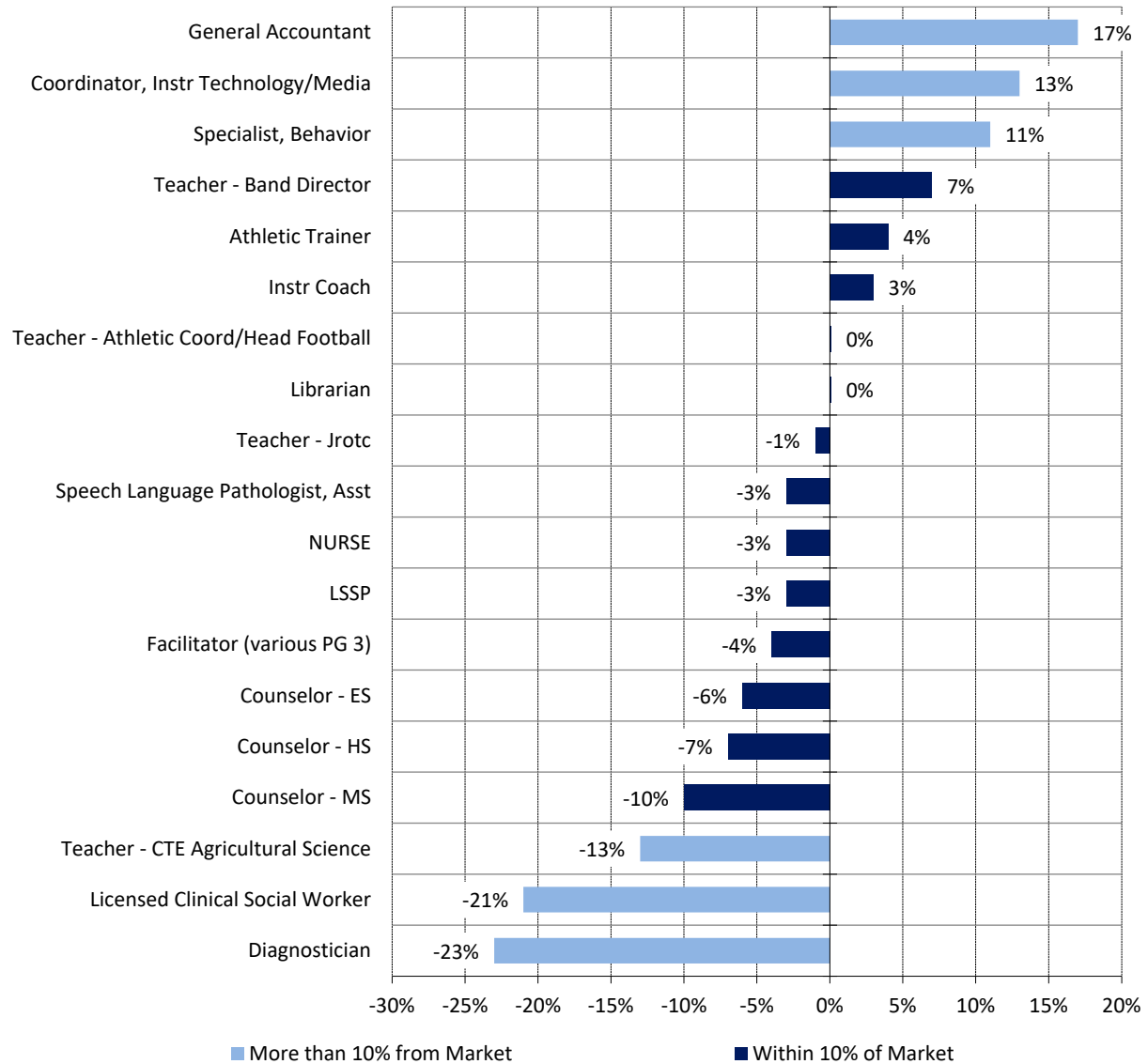
**South San Antonio ISD:
Campus Administration Comparisons to Market, 2020-2021**



Professional Market Comparison

Across benchmark professional positions, SSAISD is paying 2 percent below market, on average. Thirteen benchmarks are paid within 10 percent of market, three are paid more than 10 percent above market, and three are paid more than 10 percent below market with diagnostician and licensed social worker paid lowest at more than 20 percent below market.

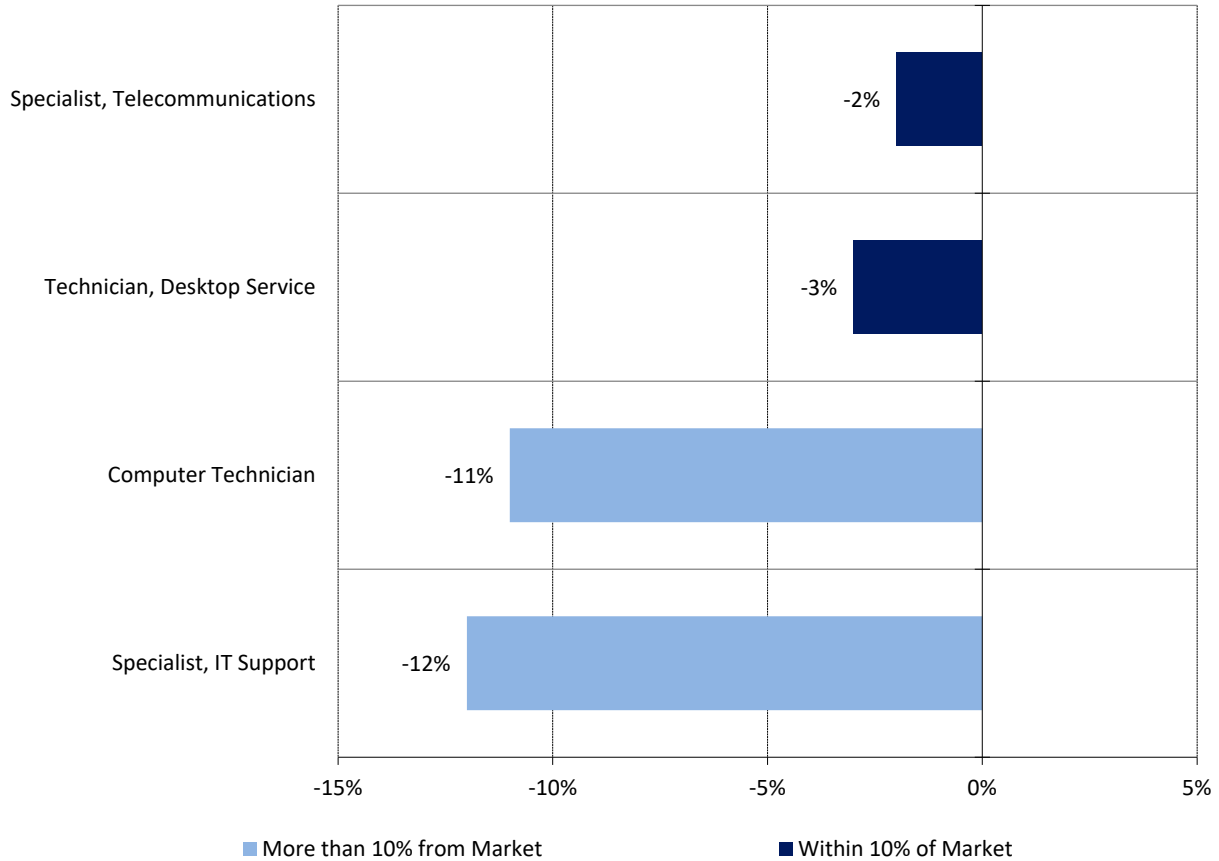
South San Antonio ISD: Professional Comparisons to Market, 2020-2021



Technology Market Comparison

Across benchmark technology positions, SSAISD is paying 7 percent below market, on average, which is a 2 percent market improvement compared to last year. Jobs in this group range between 12 and 2 percent below market value. SSAISD has worked to make some improvements in market competitiveness for this group this year.

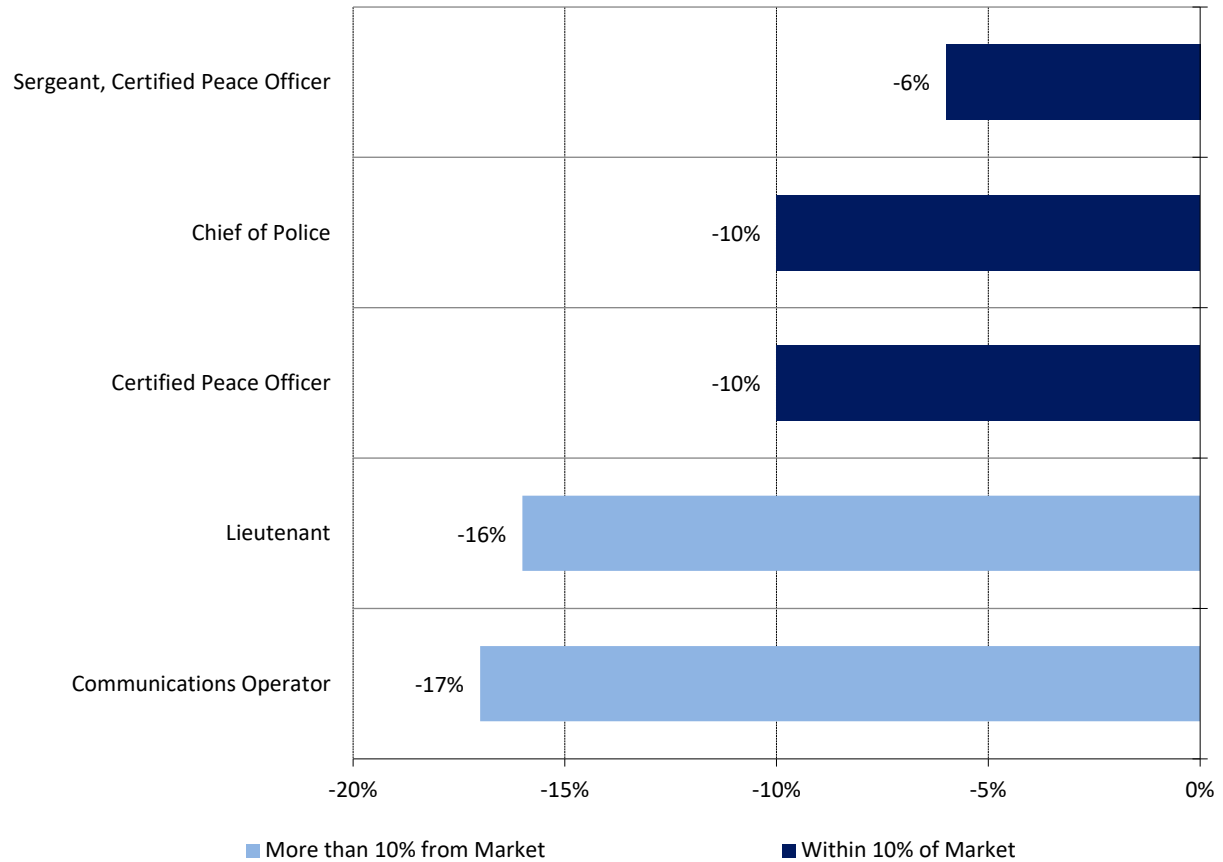
**South San Antonio ISD:
Technology Comparisons to Market, 2020-2021**



Police Market Comparison

Across benchmark police jobs, the district is paying 12 percent below market, on average. Three jobs are paid within 10 percent of market and two are paid more than 10 percent below market. This pay group has the lowest market position overall of all district pay groups.

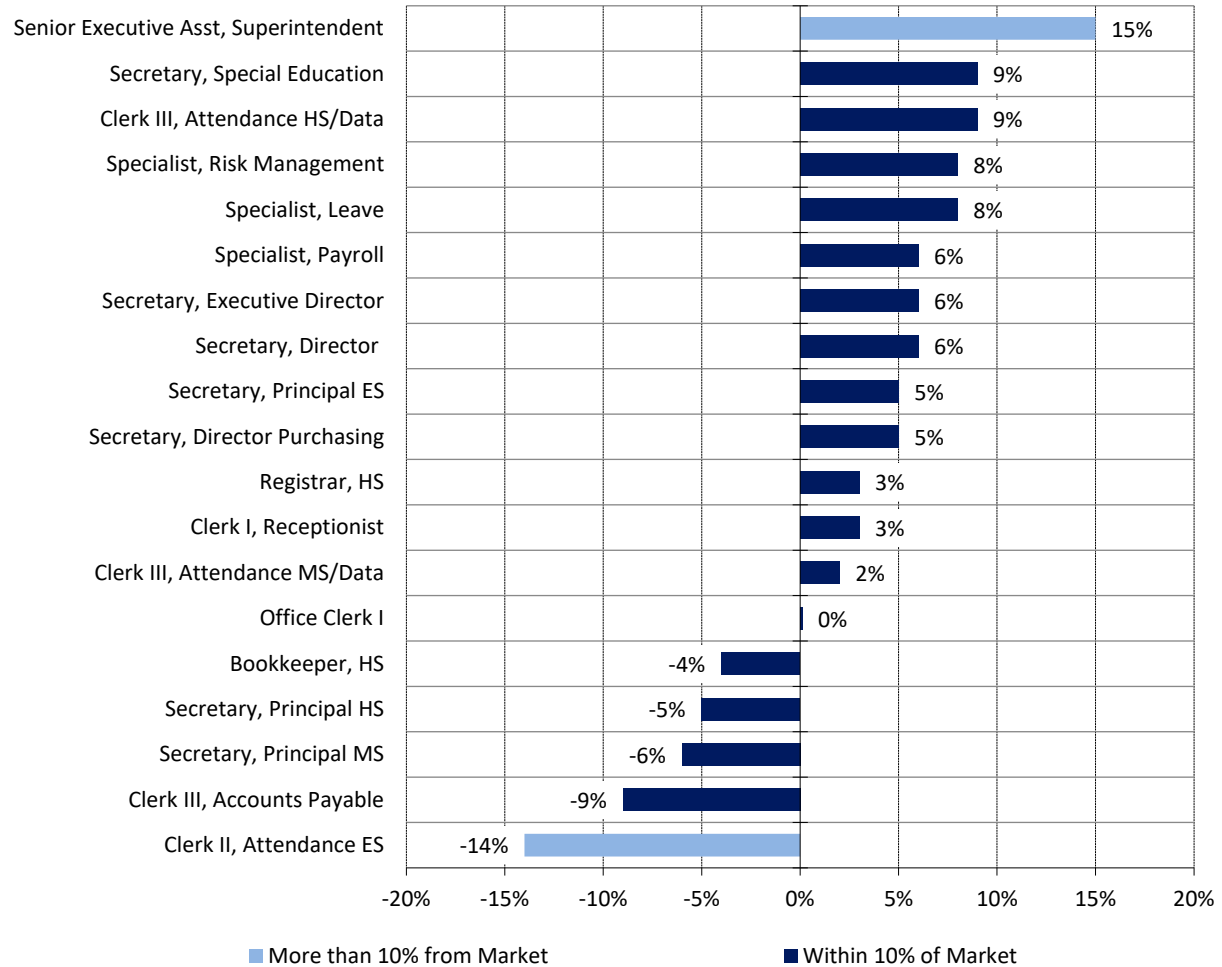
**South San Antonio ISD:
Police Comparisons to Market, 2020-2021**



Clerical & Technical Market Comparison

Across benchmark clerical support jobs, the district is paying 2 percent above market, on average. Individual jobs range from 14 percent below market median to 15 percent above market medians. Of this pay group, 17 jobs are paid within 10 percent of market medians.

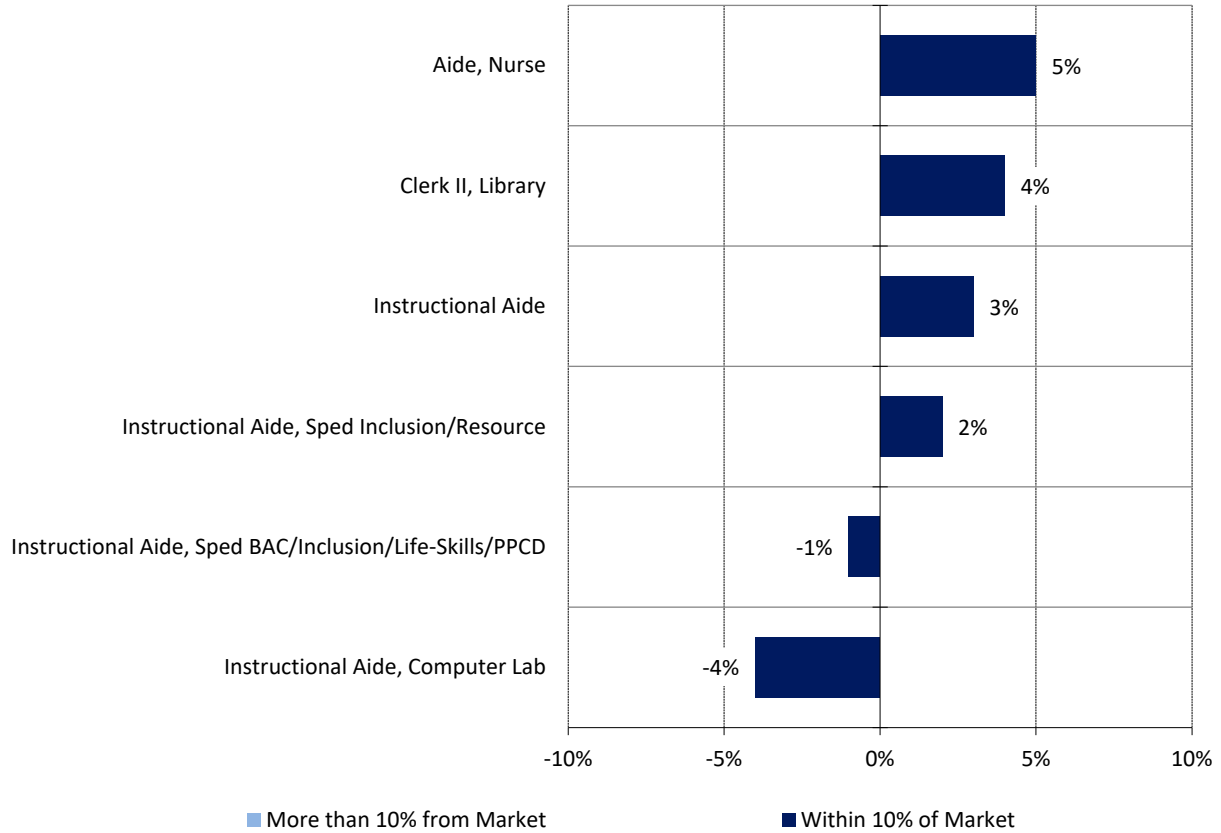
**South San Antonio ISD:
Clerical & Technical Comparisons to Market, 2020-2021**



Instructional Support Market Comparison

Across benchmark instructional support jobs, the district is paying 2 percent above market, on average. Individual jobs range from 4 percent below market median to 5 percent above market medians. All jobs in this group are paid within 10 percent of market value. The district has made improvements in market competitiveness for this group compared to last year.

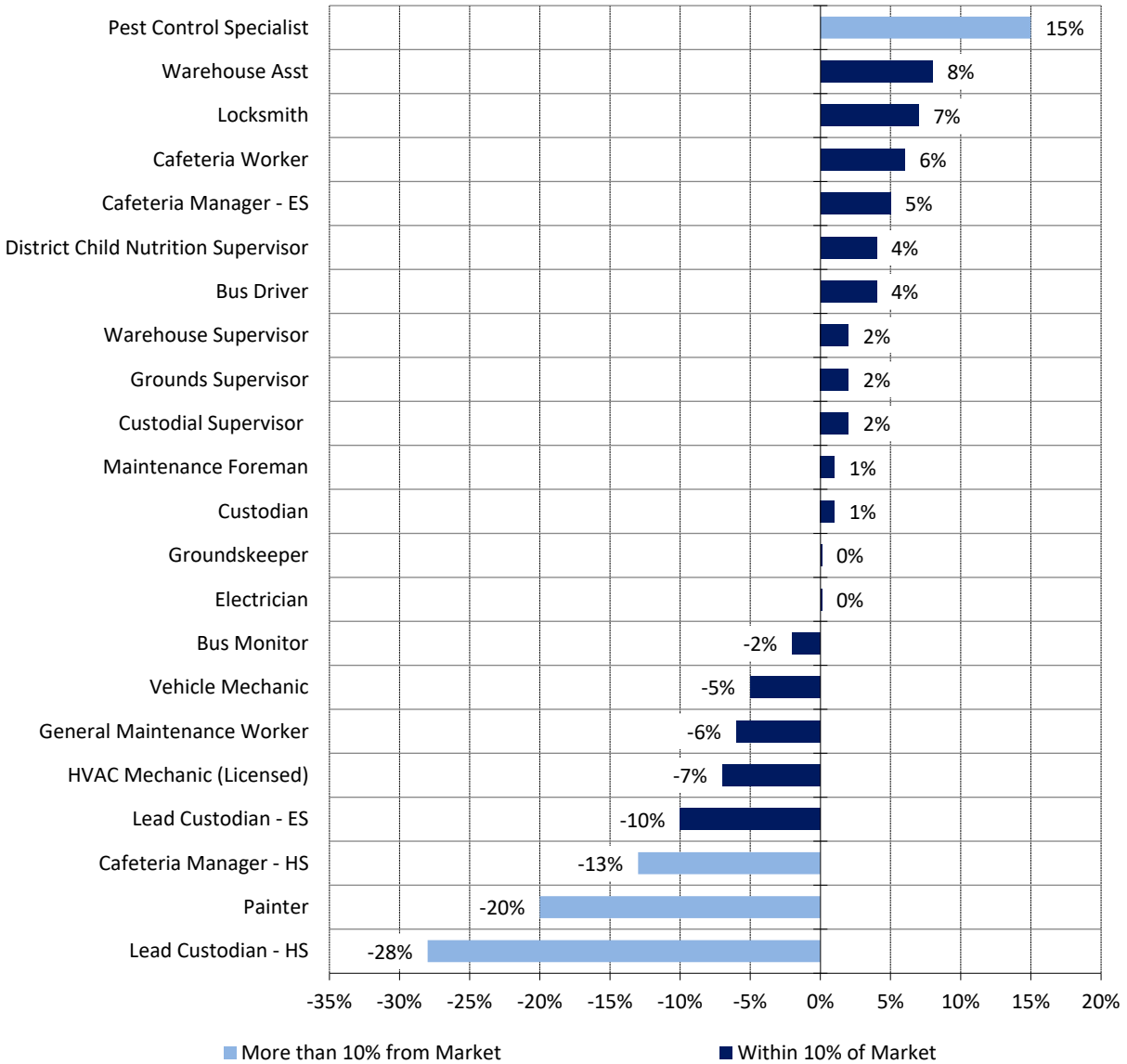
**South San Antonio ISD:
Instructional Support Comparisons to Market, 2020-2021**



Auxiliary Market Comparison

Across benchmark auxiliary jobs, the district is paying 2 percent below market, on average. Individual jobs range from 28 percent below market median to 15 percent above market medians. Of this pay group, 18 jobs are paid within 10 percent of market value. Non-school market data for the San Antonio metro area was combined with district market data for some jobs in this group.

**South San Antonio ISD:
Auxiliary Comparisons to Market, 2020-2021**



Summary and Recommendations

Summary

SSAISD continues to make efforts to provide competitive pay for employees in all pay groups. Overall, most benchmarks are paid near or above target market medians except for technology and police. Districts that pay below market values may experience difficulty filling jobs and retaining employees.

Recommendations

Following is a listing of recommendations for the South San Antonio ISD compensation plan.

Recommendation 1:

Adopt the proposed pay structures, and ensure all employees are paid at least at the proposed pay minimum.

Recommendation 2:

Implement one of the proposed pay increase models to improve market competitiveness. The characteristics of each model are described in the next sections along with specific details for each model. Three increase models are proposed to allow for flexibility in district financial planning for the following school year.

Recommendation 3:

Additional adjustments were applied to the teacher salaries for the 1 percent GPI model at years 7, 18, 23, and 26 on the proposed teacher hiring schedule because the general pay increase is less than the experience differential between those years. Adjustments are not needed on the 2 and 3 percent GPI models. These adjustments ensure that all years of the new hiring schedule are the same or higher than in the previous year.

Additional adjustments for non-teacher pay groups include:

- Adjustments to ensure pay is at least 1 percent above the range minimum if the general pay increase was not sufficient to do so. This ensures current employees are paid slightly more than incoming employees paid at the minimum of the pay range.
- Equity adjustments for administrative/professional employees in the teacher career pathway, to ensure their proposed pay is at or above a teacher with similar experience.
- If an employee remains below 90 percent of midpoint after all other adjustments, than an additional 1 percent of midpoint adjustment was granted for nonteaching pay groups.
- Placement scales were used to align employee pay by years of experience for bus drivers. Placement scales divide the difference between minimum and midpoint in each pay grade by 20 years to help spread pay for staff based on experience. This will help avoid pay compression as well as allow the Human Resources office to speed up pay determination in these higher volume positions.

Recommendation 4:

Continue to monitor teaching area stipends paid by peer districts annually to maintain market competitiveness in hard-to-fill areas.

Recommendation 5:

The district should consider freezing the pay rates of employees already paid at or above the maximum of their assigned pay grade. By honoring the pay grade maximums, the district can control pay equity and help maintain the integrity of the overall pay system. A one-time payment equal to the general pay increase could be granted to these employees. This will communicate value to the employees while honoring the range maximums but likely would not be considered creditable compensation by the Teacher Retirement System of Texas (TRS). Such a payment also would need to be factored into overtime pay calculations for nonexempt employees.

Model 1

The following pages include a summary cost estimate and proposed teacher hiring schedule for **Model 1**.

- Teachers receive a 1.0 percent of market general pay increase (GPI), equal to a \$575 increase per continuing teacher
- Additional adjustments to the teacher hiring schedule in years 7, 18, 23, and 26 to ensure that all years of the new hiring schedule are the same or higher than in the previous year
- Other pay groups, including administrative/professional, technology, police, clerical technical support, instructional support, and auxiliary, receive a 1.0 percent of midpoint GPI

South San Antonio ISD

Summary of Cost Estimates, 2021-2022

1%

Model 1

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach					
\$54,800 starting salary	637		\$403,722		\$37,551,204
^{1c} 1.0% general pay increase (\$575)		637	\$368,873	1.0%	
Adjustments to years 7, 18, 23, 26		62	\$34,849	0.1%	
Administrative & Professional	117		\$156,904		\$8,777,199
^{1c} 1.0% of pay range midpoint increase		113	\$90,172	1.0%	
1.0% increase to employees over range max		4	\$2,545	0.0%	
Adjustments to 1.0% above pay range minimum		4	\$8,500	0.1%	
Teacher pay equity adjustments		19	\$32,983	0.4%	
Targeted pay equity adjustments		30	\$22,704	0.3%	
Technology	8		\$3,962		\$371,440
^{1c} 1.0% of pay range midpoint increase		8	\$3,962	1.1%	
Police	16		\$9,836		\$744,979
^{1c} 1.0% of pay range midpoint increase		14	\$6,762	0.9%	
1.0% increase to employees over range max		2	\$904	0.1%	
Targeted pay equity adjustments		5	\$2,170	0.3%	
Clerical Technical Support	91		\$39,953		\$3,022,481
^{1c} 1.0% of pay range midpoint increase		82	\$26,677	0.9%	
1.0% increase to employees over range max		9	\$3,761	0.1%	
Adjustments to 1.0% above pay range minimum		10	\$2,826	0.1%	
Targeted pay equity adjustments		24	\$6,689	0.2%	
Instructional Support	119		\$39,711		\$2,447,864
^{1c} 1.0% of pay range midpoint increase		112	\$24,209	1.0%	
1.0% increase to employees over range max		7	\$1,424	0.1%	
Adjustments to 1.0% above pay range minimum		11	\$1,566	0.1%	
Targeted pay equity adjustments		58	\$12,512	0.5%	
Auxiliary	272		\$81,363		\$6,274,172
^{1c} 1.0% of pay range midpoint increase		257	\$59,404	0.9%	
1.0% increase to employees over range max		15	\$4,051	0.1%	
Adjustments to 1.0% above pay range minimum		22	\$4,387	0.1%	
Placement scale adjustments		6	\$1,203	0.0%	
Targeted pay equity adjustments		56	\$12,318	0.2%	
Subtotal - General Pay Increase	1,295	1,260	\$592,744	1.0%	
Subtotal - Implementation/Equity Adjustments		307	\$142,708	0.2%	
Total Cost Estimate			\$735,452	1.2%	\$59,189,339

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

South San Antonio ISD

2021-2022 New Hire Guide for Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach

Model 1: \$54,800 starting, 1.0% GPI

Years of Experience	New Hire Salary
0	\$54,800
1	\$55,075
2	\$55,275
3	\$55,425
4	\$55,925
5	\$56,310
6	\$56,560
7	\$56,985
8	\$57,560
9	\$57,960
10	\$58,260
11	\$58,560
12	\$58,860
13	\$59,160
14	\$59,460
15	\$59,760
16	\$60,060
17	\$60,360
18	\$60,885
19	\$61,460
20	\$61,760
21	\$62,060
22	\$62,360
23	\$62,885
24	\$63,460
25	\$63,760
26+	\$64,585

Continuing Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach will
receive an increase of
\$575

The salaries listed above are based on 10-month employment for the 2021-2022 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

Model 2

The following pages include a summary cost estimate and proposed teacher hiring schedule for **Model 2**.

- Teachers receive a 2.0 percent of market general pay increase (GPI), equal to a \$1,150 increase per continuing teacher
- Other pay groups, including administrative/professional, technology, police, clerical technical support, instructional support, and auxiliary, receive a 2.0 percent of midpoint GPI

South San Antonio ISD

Summary of Cost Estimates, 2021-2022

2%

Model 2

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach					
\$55,350 starting salary	637		\$761,081		\$37,551,204
^{1c} 2.0% general pay increase (\$1,150)		637	\$737,741	2.0%	
Hiring schedule equity adjustments		5	\$23,340	0.1%	
Administrative & Professional	117		\$242,538		\$8,777,199
^{1c} 2.0% of pay range midpoint increase		113	\$179,855	2.0%	
2.0% increase to employees over range max		4	\$5,569	0.1%	
Adjustments to 1.0% above pay range minimum		1	\$5,313	0.1%	
Teacher pay equity adjustments		19	\$31,174	0.4%	
Targeted pay equity adjustments		27	\$20,627	0.2%	
Technology	8		\$7,921		\$371,440
^{1c} 2.0% of pay range midpoint increase		8	\$7,921	2.1%	
Police	16		\$15,784		\$744,979
^{1c} 2.0% of pay range midpoint increase		14	\$13,524	1.8%	
2.0% increase to employees over range max		2	\$1,808	0.2%	
Targeted pay equity adjustments		1	\$452	0.1%	
Clerical Technical Support	91		\$67,758		\$3,022,481
^{1c} 2.0% of pay range midpoint increase		82	\$53,054	1.8%	
2.0% increase to employees over range max		9	\$7,576	0.3%	
Adjustments to 1.0% above pay range minimum		5	\$787	0.0%	
Targeted pay equity adjustments		23	\$6,341	0.2%	
Instructional Support	119		\$61,963		\$2,447,864
^{1c} 2.0% of pay range midpoint increase		111	\$48,213	2.0%	
2.0% increase to employees over range max		8	\$3,053	0.1%	
Targeted pay equity adjustments		50	\$10,697	0.4%	
Auxiliary	272		\$139,513		\$6,274,172
^{1c} 2.0% of pay range midpoint increase		256	\$118,069	1.9%	
2.0% increase to employees over range max		16	\$8,346	0.1%	
Adjustments to 1.0% above pay range minimum		17	\$1,070	0.0%	
Placement scale adjustments		6	\$325	0.0%	
Targeted pay equity adjustments		54	\$11,703	0.2%	
Subtotal - General Pay Increase	1,295	1,260	\$1,184,729	2.0%	
Subtotal - Implementation/Equity Adjustments		208	\$111,830	0.2%	
Total Cost Estimate			\$1,296,558	2.2%	\$59,189,339

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

South San Antonio ISD

2021-2022 New Hire Guide for Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach

Model 2: \$55,350 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$55,350
1	\$55,650
2	\$55,850
3	\$56,000
4	\$56,500
5	\$56,885
6	\$57,135
7	\$57,335
8	\$58,135
9	\$58,535
10	\$58,835
11	\$59,135
12	\$59,435
13	\$59,735
14	\$60,035
15	\$60,335
16	\$60,635
17	\$60,935
18	\$61,335
19	\$62,035
20	\$62,335
21	\$62,635
22	\$62,935
23	\$63,435
24	\$64,035
25	\$64,335
26+	\$64,835

Continuing Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach will
receive an increase of
\$1,150

The salaries listed above are based on 10-month employment for the 2021-2022 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

Model 3

The following pages include a summary cost estimate and proposed teacher hiring schedule for **Model 3**.

- Teachers receive a 3.0 percent of market general pay increase (GPI), equal to a \$1,700 increase per continuing teacher
- Other pay groups, including administrative/professional, technology, police, clerical technical support, instructional support, and auxiliary, receive a 3.0 percent of midpoint GPI

South San Antonio ISD

Summary of Cost Estimates, 2021-2022

3%

Model 3

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach					
\$55,900 starting salary	637		\$1,113,878		\$37,551,204
^{1c} 3.0% general pay increase (\$1,700)		637	\$1,090,538	2.9%	
Hiring schedule equity adjustments		5	\$23,340	0.1%	
Administrative & Professional	117		\$328,548		\$8,777,199
^{1c} 3.0% of pay range midpoint increase		113	\$269,339	3.1%	
3.0% increase to employees over range max		4	\$8,593	0.1%	
Adjustments to 1.0% above pay range minimum		1	\$3,641	0.0%	
Teacher pay equity adjustments		19	\$28,987	0.3%	
Targeted pay equity adjustments		23	\$17,988	0.2%	
Technology	8		\$11,883		\$371,440
^{1c} 3.0% of pay range midpoint increase		8	\$11,883	3.2%	
Police	16		\$22,962		\$744,979
^{1c} 3.0% of pay range midpoint increase		14	\$20,250	2.7%	
3.0% increase to employees over range max		2	\$2,712	0.4%	
Clerical Technical Support	91		\$97,366		\$3,022,481
^{1c} 3.0% of pay range midpoint increase		81	\$79,528	2.6%	
3.0% increase to employees over range max		10	\$11,540	0.4%	
Adjustments to 1.0% above pay range minimum		1	\$205	0.0%	
Targeted pay equity adjustments		22	\$6,093	0.2%	
Instructional Support	119		\$86,543		\$2,447,864
^{1c} 3.0% of pay range midpoint increase		110	\$72,027	2.9%	
3.0% increase to employees over range max		9	\$4,873	0.2%	
Targeted pay equity adjustments		45	\$9,643	0.4%	
Auxiliary	272		\$200,446		\$6,274,172
^{1c} 3.0% of pay range midpoint increase		254	\$179,560	2.9%	
3.0% increase to employees over range max		18	\$13,455	0.2%	
Placement scale adjustments		1	\$96	0.0%	
Targeted pay equity adjustments		33	\$7,335	0.1%	
Subtotal - General Pay Increase	1,260	1,260	\$1,764,298	3.0%	
Subtotal - Implementation/Equity Adjustments		150	\$97,328	0.2%	
Total Cost Estimate			\$1,861,626	3.1%	\$59,189,339

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

South San Antonio ISD

2021-2022 New Hire Guide for Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach

Model 3: \$55,900 starting, 3.0% GPI

Years of Experience	New Hire Salary
0	\$55,900
1	\$56,200
2	\$56,400
3	\$56,550
4	\$57,050
5	\$57,435
6	\$57,685
7	\$57,885
8	\$58,685
9	\$59,085
10	\$59,385
11	\$59,685
12	\$59,985
13	\$60,285
14	\$60,585
15	\$60,885
16	\$61,185
17	\$61,485
18	\$61,885
19	\$62,585
20	\$62,885
21	\$63,185
22	\$63,485
23	\$63,985
24	\$64,585
25	\$64,885
26+	\$65,385

Continuing Teachers, Nurses (RN), Librarians, Counselors, and Instructional Coach will receive an increase of

\$1,700

The salaries listed above are based on 10-month employment for the 2021-2022 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

Proposed Pay Plans

2021-2022 Proposed Administrative & Professional Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Facilitator, Testing	226	Daily	\$208.17	\$257.00	\$305.83
	1	Specialist, ERSEA	226	215 Days	44,757	55,255	65,753
	1	Specialist, Mckinney Vento	226	226 Days	47,046	58,082	69,118
	1	Truancy Attendance Officer	215				
2							
	2	Athletic Trainer, Asst	226	Daily	\$242.97	\$298.12	\$353.27
	2	Coordinator, HS Testing	226	187 Days	45,435	55,748	66,061
	2	Facilitator, At-Risk	210	198 Days	48,108	59,028	69,947
	2	Facilitator, Dual Credit	202	202 Days	49,080	60,220	71,361
	2	Facilitator, Head Start Family Services	210, 226	207 Days	50,295	61,711	73,127
	2	Facilitator, School Age Parents Program	207	210 Days	51,024	62,605	74,187
	2	Licensed Clinical Social Worker	198	215 Days	52,239	64,096	75,953
	2	Licensed Clinical Social Worker Lead	215	226 Days	54,911	67,375	79,839
	2	Mentor, Head Start Readiness	210				
	2	Speech Language Pathologist, Asst	187				
3							
	3	Athletic Trainer	187	Daily	\$281.84	\$345.82	\$409.80
	3	College Advisor	226	187 Days	52,704	64,668	76,633
	3	Coordinator, Gear Up Mentoring	226	210 Days	59,186	72,622	86,058
	3	Coordinator, Gear Up on Site	226	226 Days	63,696	78,155	92,615
	3	Coordinator, Head Start Family Services	226				
	3	Diagnostician	187				
	3	Enrollment, Truancy & Dropout Coordinator	226				
	3	Facilitator, Bilingual/ESL	226				
	3	Facilitator, Special Ed	226				
	3	Facilitator, Special ED ARD/Inclusion	187				
	3	General Accountant	226				
	3	Instructional Technology Specialist	226				
	3	Professional Learning Coordinator	226				
	3	Specialist, RTI	210				
4							
	4	Asst Director, Child Nutrition	226	Daily	\$295.93	\$363.11	\$430.29
	4	Asst Principal, ES	198	198 Days	58,594	71,896	85,197
	4	Asst Principal, MS	198	202 Days	59,778	73,348	86,919
Tchr		Athletic Coordinator/Head Football	226	207 Days	61,258	75,164	89,070
	4	Chief of Police	226	215 Days	63,625	78,069	92,512
	4	Coordinator, Arch/Construction & Design	226	226 Days	66,880	82,063	97,246
	4	Coordinator, Bilingual/ESL	226				
	4	Coordinator, Career Technology Education	226				
	4	Coordinator, ERSEA	226				
	4	Coordinator, Fine Arts MS Academy	215				
	4	Coordinator, Health Services	202, 215				
	4	Coordinator, HR	226				
	4	Coordinator, STEM MS Academy	215				

2021-2022 Proposed Administrative & Professional Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	4	Director of Advanced Academics	226				
	3	ELAR Coordinator	226				
	4	LSSP	202				
	3	Math Coordinator	226				
	4	Specialist, Behavior	207				
	4	Specialist, Head Start	226				
5				Daily	\$313.69	\$384.90	\$456.11
	5	Asst Athletic Coordinator	226	210 Days	65,875	80,829	95,783
	5	Asst Principal, HS	210	226 Days	70,894	86,987	103,081
6				Daily	\$334.55	\$407.99	\$481.43
	6	Controller Finance	226	220 Days	73,601	89,758	105,915
	4	Director of Instructional Technology and Media	226	226 Days	75,608	92,206	108,803
	6	Director, Athletic Program	226				
	6	Director, Child Nutrition	226				
	4	Director, Communications and Marketing	226				
	6	Director, Early College HS	226				
	6	Director, ECC & Head Start	226				
	6	Director, Guidance & Counseling	226				
	6	Director, Payroll	226				
	6	Director, Procurement	226				
	6	Director, Research Evaluation	226				
	6	Director, Strategic Planning & Innovation	226				
	6	Director, Transportation	226				
	6	Principal, DAEP	226				
	6	Principal, ES	220				
7				Daily	\$357.97	\$436.55	\$515.13
	7	Director, Federal & State Program	226	226 Days	80,901	98,660	116,419
	7	Director, Special Education	226				
	7	Principal, MS	226				
8				Daily	\$390.19	\$475.84	\$561.49
	8	Exec Director, Business and Finance	226	226 Days	88,183	107,540	126,897
	8	Exec Director, C&I	226				
	8	Exec Director, HR	226				
	8	Exec Director, Learning and Innovation	226				
	8	Exec Director, Student Support Services	226				
	8	Principal, HS	226				
9				Daily	\$456.52	\$556.73	\$656.94
	9	Chief Academic Officer	226	226 Days	103,174	125,821	148,468
	9	Chief Financial Officer	226				
	9	Chief Technology Officer	226				
10				Daily	\$629.38	\$740.45	\$851.52
	10	Deputy Superintendent	226	226 Days	142,240	167,342	192,444

2021-2022 Proposed Technology Pay Plan

South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Computer Technician	226				
	1	Specialist, Hardware	226				
	1	Technician, Desktop Service	226				
				Daily	\$160.19	\$193.00	\$225.81
				226 Days	36,203	43,618	51,033
2							
	2	Specialist, Telecommunications	226				
				Daily	\$192.23	\$231.60	\$270.97
				226 Days	43,444	52,342	61,239
3							
	3	Administrator, Computers & Mobile Devices	226				
	3	Specialist, Information Technology Support	226				
				Daily	\$230.67	\$277.92	\$325.17
				226 Days	52,131	62,810	73,488
4							
	4	Administrator, Network	226				
	4	Administrator, System	226				
				Daily	\$276.81	\$333.50	\$390.20
				226 Days	62,559	75,371	88,185

2021-2022 Proposed Police Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Communications Operator	226	\$16.60	\$20.00	\$23.40
			226 Days	30,013	42,307
2	Certified Peace Officer	226	\$21.00	\$25.00	\$29.00
			226 Days	37,968	52,432
3	Sergeant, Certified Peace Officer	226	\$26.67	\$31.75	\$36.83
			226 Days	48,219	66,589
4	Lieutenant	226	\$33.61	\$40.01	\$46.41
			226 Days	60,767	83,909

2021-2022 Proposed Clerical Technical Support Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Clerk I, Assessment	207	Hourly	\$12.54	\$15.40	\$18.26
	1	Clerk I, Office	183, 226	183 Days	18,359	22,546	26,733
	1	Clerk I, Office CTE	183	207 Days	20,766	25,502	30,239
	1	Clerk I, Receptionist	226	226 Days	22,672	27,843	33,014
2							
	2	Clerk II, Appraisal	226	Hourly	\$13.53	\$16.71	\$19.89
	2	Clerk II, Attendance ES	193	183 Days	19,808	24,463	29,119
	2	Clerk II, Attendance HS	193	193 Days	20,890	25,800	30,710
	2	Clerk II, Head Start Bilingual	226	226 Days	24,462	30,212	35,961
	2	Clerk II, Library	183				
	2	Clerk II, Office	183, 193				
	2	Clerk II, SEMS	226				
	2	Clerk II, Special Ed	183				
	2	Secretary, School Counselor	183				
	2	Secretary, Special Education	226				
3							
	3	Clerk III, Attendance HS/Data	193	Hourly	\$14.62	\$18.05	\$21.48
	3	Clerk III, Attendance MS/Data	193, 207	193 Days	22,573	27,869	33,165
	3	Clerk III, Federal Programs	226	207 Days	24,211	29,891	35,571
	3	Clerk III, Lead Data Processor	226	226 Days	26,433	32,634	38,836
	3	Clerk III, Office	193				
4							
	4	Bookkeeper, Athletics	226	Hourly	\$15.79	\$19.49	\$23.19
	4	Bookkeeper, Maintenance	226	226 Days	28,548	35,238	41,928
	4	Clerk, PEIMS Data Entry	226				
	4	Secretary, Help Desk Technician	226				
	4	Specialist, Records Management	226				
5							
	5	Admin Asst, Gear UP	226	Hourly	\$17.05	\$21.05	\$25.05
	5	Bookkeeper, HS	226	207 Days	28,235	34,859	41,483
	5	Clerk III, Accounts Payable	226	226 Days	30,826	38,058	45,290
	5	Registrar, HS	226				
	5	Secretary, Principal ES	207				
	5	Secretary, Principal MS	207				
	5	Secretary, Transportation	226				
6							
	6	Secretary, Athletics	226	Hourly	\$18.58	\$22.94	\$27.30
	5	Secretary, Child Nutrition	226	226 Days	33,593	41,476	49,358
	6	Secretary, Director Bilingual	226				
	6	Secretary, Director Maintenance	226				
	6	Secretary, Director Purchasing	226				
	6	Secretary, Principal HS	226				

2021-2022 Proposed Clerical Technical Support Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	6	Secretary, School Counselor	226			
	6	Specialist, Procurement/Inventory	226			
7						
	7	Executive Asst, Chief Academic Officer	226			
	7	Secretary, Executive Director	226			
	7	Specialist, Auxiliary	226			
	7	Specialist, Leave	226			
	7	Specialist, Payroll	226			
	7	Specialist, Professional	226			
	7	Specialist, Risk Management	226			
8						
	8	Senior Executive Asst, Superintendent	226			
	8	Specialist, HR Position Management	226			
	8	Specialist, Marketing	226			
	8	Specialist, Multi Media/Communications	226			

Hourly	\$20.26	\$25.01	\$29.76
226 Days	36,630	45,218	53,806

Hourly	\$25.11	\$31.01	\$36.91
226 Days	45,399	56,066	66,733

2021-2022 Proposed Instructional Support Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1				Hourly	\$11.30	\$13.95	\$16.60
	1	Instructional Aide	183	183 Days	16,543	20,423	24,302
	1	Instructional Aide, Bilingual	183				
	1	Instructional Aide, ESL	183				
	1	Instructional Aide, Head Start	183				
	1	Instructional Aide, Head Start/Bil	183				
	1	Instructional Aide, PE	183				
	1	Instructional Aide, Pre-K	183				
	1	Instructional Aide, Pre-K/Bil	183				
	1	Instructional Aide, Pre-K/Head Start	183				
	1	Instructional Aide, Pre-K/Head Start/Bil	183				
2				Hourly	\$12.21	\$15.07	\$17.93
	2	Aide, Nurse	101, 183	101 Days	9,866	12,177	14,487
	2	Campus Monitor	187	183 Days	17,875	22,062	26,250
	2	Instructional Aide, Computer Lab	183	187 Days	18,266	22,545	26,823
	2	Instructional Aide, CTE	183				
	2	Instructional Aide, Sped	183				
	2	Instructional Aide, Sped Inclusion/Resource	183				
	2	Instructional Aide, Teen Parenting	183				
3				Hourly	\$13.22	\$16.12	\$19.02
	3	Instructional Aide, Bilingual	183	168 Days	17,768	21,665	25,563
	3	Instructional Aide, Sped BAC	168, 183	183 Days	19,354	23,600	27,845
	3	Instructional Aide, Sped LifeSkills	183	187 Days	19,777	24,116	28,454
	3	Instructional Aide, Sped PPCD	183				
	3	Instructional Aide, Sped SSTEP	183				
	3	Instructional Aide, Sped VAC	183				
	3	Parent Liaison	187				

2021-2022 Proposed Auxiliary Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.45	\$13.24	\$15.03
	Bus Aide	191	191 Days	17,496	20,231	22,966
	Bus Driver, Non CDL	191	193 Days	17,679	20,443	23,206
	Cafeteria Worker	191	226 Days	20,702	23,938	27,174
	Cafeteria, Manager HS	193				
	Cafeteria, Manager Trainee	191				
	Custodian	226				
	Custodian, Athletics	226				
	Custodian, Food Service	193				
2			Hourly	\$12.33	\$15.23	\$18.13
	Athletic Worker	226	226 Days	22,293	27,536	32,779
	Athletic Worker, Lead	226				
	Custodian, Head ES	226				
	Custodian, Head HS	226				
	Custodian, Head MS	226				
	Groundskeeper	226				
	Warehouse, Work Helper	226				
3			Hourly	\$14.06	\$17.36	\$20.66
	Cafeteria, Asst Manager	191	191 Days	21,484	26,526	31,568
	Custodian, Head HS	226	226 Days	25,420	31,387	37,353
	General Worker	226				
4			Hourly	\$15.05	\$18.58	\$22.11
	Cafeteria, Manager ES	193	193 Days	23,237	28,688	34,138
	HVAC Technician	226	226 Days	27,210	33,593	39,975
	Maintenance, General Worker II - IPM	226				
	Painter	226				
5			Hourly	\$16.25	\$20.06	\$23.87
	Cafeteria, Manager MS	193	193 Days	25,090	30,973	36,855
	Maintenance, Mechanic I	226	226 Days	29,380	36,268	43,157
	Transportation, Trainer	226				
6			Hourly	\$18.37	\$22.67	\$26.97
	Cafeteria, Compliance Supervisor	226	226 Days	33,213	40,987	48,762
	Maintenance, Glazier/Locksmith	226				
	Mechanic II, Vehicle	226				

2021-2022 Proposed Auxiliary Pay Plan

South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
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, Master	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	191	191 Days	23,226	28,604	33,983
	Bus Driver, Special Ed	191				

Detailed Market Comparisons

South San Antonio ISD
Teacher Salary Plan Comparisons, 2020-2021

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Southside ISD	5,528	384	\$56,135	\$57,470	\$60,377	\$63,106	\$65,890	\$63,652	35	3.0%
2 Northside ISD-Bexar County	107,458	6,938	\$55,110	\$56,785	\$58,960	\$60,635	\$62,540	\$59,887	30	0.0%
3 Southwest ISD	13,494	977	\$54,625	\$55,225	\$57,475	\$59,875	\$62,875	\$58,148	33	0.0%
4 Harlandale ISD	12,526	1,002	\$54,150	\$55,411	\$58,160	\$59,525	\$61,999	\$60,643	30	0.0%
5 San Antonio ISD**		3,108	\$53,400	\$54,263	\$55,319	\$56,533	\$57,879		29	
6 Edgewood ISD-Bexar County	8,827	565	\$53,000	\$55,163	\$56,472	\$57,787	\$59,511	\$57,635	30	0.0%
7 North East ISD	60,313	4,200	\$53,000	\$53,363	\$54,578	\$56,928	\$59,178	\$56,837	25	0.0%
8 Alamo Heights ISD	4,800	327	\$52,950	\$54,187	\$56,350	\$57,586	\$58,662	\$58,216	25	0.0%
9 Judson ISD	22,800	1,664	\$52,552	\$53,582	\$54,632	\$56,232	\$57,832	\$55,270	41	0.0%
10 Somerset ISD	4,150	280	\$52,000	\$52,950	\$53,950	\$56,726	\$62,038	\$56,004	28	1.5%
11 East Central ISD	9,452	643	\$51,500	\$54,185	\$57,720	\$58,215	\$59,945	\$56,706	25	0.0%
South San Antonio ISD	8,200	559	\$54,500	\$55,985	\$57,985	\$59,485	\$61,485	\$58,645	26	0.0%
25th Percentile			\$52,751	\$53,884	\$54,976	\$56,827	\$58,920	\$56,739	27	0.0%
Median			\$53,000	\$54,263	\$56,472	\$57,787	\$59,945	\$57,891	30	0.0%
75th Percentile			\$54,388	\$55,318	\$57,940	\$59,700	\$62,289	\$59,470	32	0.0%
Comparison to Median			103%	103%	103%	103%	103%	101%		
<i>Dollar Difference</i>			<i>\$1,500</i>	<i>\$1,722</i>	<i>\$1,513</i>	<i>\$1,698</i>	<i>\$1,540</i>	<i>\$754</i>		
Rank Order			4	3	4	5	6	4		

Footnotes:

** District did not participate in survey. Teacher schedules collected from the district.

South San Antonio ISD
Teacher Stipend Comparisons, 2020-2021

District	Student Enrollment	Master's Degree	Subject-Area Master's	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL General	ESL Dual Language	Campus Assignment
1 Alamo Heights ISD	4,800	\$400	\$1,800								
2 East Central ISD	9,452	\$1,800					\$2,500	\$2,500			
3 Edgewood ISD-Bexar County	8,827	\$1,523		\$1,500	\$1,500	\$1,500	\$3,000	\$3,000	\$1,500	\$1,000	
4 Harlandale ISD	12,526	\$500		\$1,500	\$1,500	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	
5 Judson ISD	22,800	\$2,000		\$1,500	\$1,500	\$2,000	\$2,300	\$2,000	\$1,000	\$2,000	\$1,000
6 North East ISD	60,313	\$800	\$1,800					\$3,000		\$1,500	
7 Northside ISD-Bexar County	107,458	\$1,500		\$500	\$500	\$500	\$2,000	\$3,000	\$1,500	\$1,500	
8 Somerset ISD	4,150	\$1,500		\$5,000	\$2,000		\$1,000	\$2,000	\$2,000	\$2,000	
9 Southside ISD	5,528	\$1,500		\$2,500	\$2,500	\$2,000	\$2,500	\$2,500	\$1,500	\$1,500	
10 Southwest ISD	13,494	\$1,500					\$1,600	\$2,000			
South San Antonio ISD	8,200	\$1,500	\$2,300	\$2,000	\$2,000	\$2,000	\$2,600	\$2,000	\$1,200	\$2,000	
Median Stipend		\$1,500	\$1,800	\$1,500	\$1,500	\$2,000	\$2,150	\$2,500	\$1,500	\$1,500	\$1,000
Average Stipend		\$1,302	\$1,800	\$2,083	\$1,583	\$1,600	\$2,113	\$2,444	\$1,583	\$1,643	\$1,000
Count		10	2	6	6	5	8	9	6	7	1
<i>Dollar Difference from Median</i>		<i>\$0</i>	<i>\$500</i>	<i>\$500</i>	<i>\$500</i>	<i>\$0</i>	<i>\$450</i>	<i>(\$500)</i>	<i>(\$300)</i>	<i>\$500</i>	

Footnotes:

Special Education General/Resource:

- Alamo Heights ISD - No stipend paid
- Judson ISD - Inclusion or Co-Teach
- Northside ISD-Bexar County - hard-to-staff stipend

Special Education Self-Contained:

- Alamo Heights ISD - No stipend paid
- East Central ISD - Redirection/Life Skills only
- Edgewood ISD-Bexar County - Life, Behav Disab
- Judson ISD - Life Skills, BAC, Autism
- Northside ISD-Bexar County - ALE, BMC and Autism
- South San Antonio ISD - 1900 Elem; 2600 Middle; 3300 High

South San Antonio ISD
Market Comparisons, 2020-2021
Positions Sorted by Benchmark Position

Central Administration

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2020-2021 Market Salary	2020-2021 District Salary	2020-2021 District Salary Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market	
1 Assistant Director - Athletics	Asst Athletic Coordinator	0	M	8	\$83,876	\$89,855	107%	\$86,384	103%	
2 Chief Academic Officer	Chief Academic Officer	14	S	40	\$134,153	\$141,854	106%	\$128,153	96%	
3 Communications Officer	Community Relations Officer	14	M	8	\$91,109	\$85,666	94%	\$86,542	95%	
4 Deputy Superintendent	Deputy Superintendent, Business & Operations	14	S	22	\$151,876	\$180,000	119%	\$176,796	116%	
5 Director of Athletics (Non-Coaching)	Director, Athletic Program	14	S	33	\$115,262	\$100,034	87%	\$104,488	91%	
6 Director of Child Nutrition	Director, Child Nutrition	14	S	34	\$94,170	\$98,590	105%	\$97,238	103%	
7 Director of Curriculum/Instruction	Exec Director, C&I	14	S	37	\$103,727	\$105,578	102%	\$113,410	109%	
8 Director of Guidance & Counseling	Director, Guidance & Counseling	14	S	25	\$92,878	\$90,432	97%	\$97,238	105%	
9 Director of Human Resources	Director, HR	14	S	31	\$95,865	\$105,492	110%	\$104,045	109%	
10 Director of Payroll	Director, Payroll	14	S	5	\$80,277	\$94,063	117%	\$97,238	121%	
11 Director of Purchasing	Director, Procurement	14	S	32	\$89,334	\$91,138	102%	\$128,153	143%	
12 Director of Research, Evaluation, & Accountability	Director, Research Evaluation	14	S	21	\$95,000	\$95,000	100%	\$97,238	102%	
13 Director of Special Education	Director, Special Education	14	S	50	\$104,489	\$92,470	88%	\$104,045	100%	
14 Director of Student Services	Exec Director, Student Support Services	14	S	11	\$101,870	\$104,503	103%	\$97,238	95%	
15 Director of Transportation	Director, Transportation	14	S	43	\$93,659	\$91,411	98%	\$97,238	104%	
16 Federal Programs Administrator	Director, Federal & State Program	14	S	34	\$98,833	\$94,644	96%	\$104,045	105%	
District Comparison to Market							2020-2021 Pay	102%	Plan	106%

Notes

- M Market salary is median of reporting comparison districts
- S Market salary is median of statewide responses for student enrollment of 7,000 to 12,999

Summary of Pay Comparisons to Market	
Above (Over 110%)	2
At market (90% - 110%)	12
Below (Less than 90%)	2

South San Antonio ISD

Market Comparisons, 2020-2021

Positions Sorted by Benchmark Position

Campus Administration

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2020-2021 Market Salary	2020-2021 District Salary	2020-2021 District Salary Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market	
1	Assistant Principal - ES	Asst Principal, ES	-9	M	10	\$71,913	\$66,793	93%	\$71,397	99%	
2	Assistant Principal - HS	Asst Principal, HS	0	M	10	\$77,757	\$72,454	93%	\$80,268	103%	
3	Assistant Principal - MS	Asst Principal, MS	-11	M	10	\$73,084	\$65,012	89%	\$71,397	98%	
4	Principal - DAEP/JJAEP	Principal, DAEP	6	M	7	\$90,251	\$82,429	91%	\$81,493	90%	
5	Principal - ES	Principal, ES	2	M	10	\$88,679	\$88,582	100%	\$89,135	101%	
6	Principal - HS	Exec Principal, Early College & HS	14	M	10	\$111,345	\$117,224	105%	\$113,410	102%	
7	Principal - MS	Principal, MS	8	M	10	\$98,215	\$89,754	91%	\$81,493	83%	
District Comparison to Market								2020-2021 Pay	95%	Plan	97%

Notes

M Market salary is median of reporting comparison districts

Summary of Pay Comparisons to Market		
	Above (Over 110%)	-
	At market (90% - 110%)	6
	Below (Less than 90%)	1

South San Antonio ISD

Market Comparisons, 2020-2021

Positions Sorted by Benchmark Position

Professional

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2020-2021 Market Salary	2020-2021 District Salary	2020-2021 District Salary Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market	
1	Accountant (Degreed)	General Accountant	14	C	7	\$65,723	\$77,154	117%	\$81,643	124%
2	Agriculture Science Teacher	Teacher - CTE Agricultural Science	-29	M	7	\$66,601	\$57,985	87%	\$59,543	89%
3	Athletic Trainer	Athletic Trainer	-8	M	10	\$71,106	\$73,997	104%	\$76,114	107%
4	Behavior Specialist	Specialist, Behavior	1	M	7	\$63,097	\$69,982	111%	\$74,642	118%
5	Diagnostician	Diagnostician	-10	M	6	\$74,817	\$57,572	77%	\$63,614	85%
6	Head Football Coach	Teacher - Athletic Coord/Head Foot	14	M	8	\$97,222	\$97,611	100%	\$76,418	79%
7	High School Band Director	Teacher - Band Director	2	M	10	\$75,109	\$80,738	107%	\$72,592	97%
8	Instructional Coach (Campus Level)	Instructional Coach	13	M	7	\$64,737	\$66,745	103%	\$66,866	103%
9	Instructional Coordinator	Facilitator (various PG 3)	0	M	8	\$78,155	\$74,888	96%	\$76,881	98%
10	Instructional Technology Specialist	Coordinator, Instructional Technolo	19	M	6	\$70,055	\$78,847	113%	\$86,542	124%
11	Librarian	Librarian	6	M	9	\$63,846	\$63,703	100%	\$61,453	96%
12	Licensed Specialist in School Psychology	LSSP	1	M	10	\$68,001	\$65,711	97%	\$75,839	112%
13	Nurse (RN)	NURSE	3	C	10	\$60,559	\$58,564	97%	\$60,498	100%
14	ROTC Instructor	Teacher - Jrotc	10	M	10	\$71,308	\$70,863	99%	\$71,961	101%
15	School Counselor - ES	Counselor - ES	-2	M	10	\$65,215	\$61,288	94%	\$61,453	94%
16	School Counselor - HS	Counselor - HS	-5	M	10	\$70,665	\$65,587	93%	\$64,319	91%
17	School Counselor - MS	Counselor - MS	-4	M	9	\$69,049	\$62,031	90%	\$63,045	91%
18	Social Worker	Licensed Clinical Social Worker	1	M	7	\$60,108	\$47,528	79%	\$58,317	97%
19	Speech-Language Pathology Assistant	Speech Language Pathologist, Asst	0	C	8	\$50,580	\$49,100	97%	\$55,077	109%
District Comparison to Market							2020-2021 Pay	98%	Plan	101%

Notes

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets

Summary of Pay Comparisons to Market		
	Above (Over 110%)	3
	At market (90% - 110%)	13
	Below (Less than 90%)	3

South San Antonio ISD
Market Comparisons, 2020-2021
Positions Sorted by Benchmark Position

Technology

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2020-2021 Market Salary	2020-2021 District Salary	2020-2021 District Salary Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market	
1	Computer Technician	Computer Technician	14	C	10	\$24.36	\$21.57	89%	\$23.75	97%	
2	Help Desk Technician	Technician, Desktop Service	0	C	7	\$22.66	\$21.91	97%	\$23.75	105%	
3	Telecommunications Technician	Specialist, Telecommunications	-3	C	4	\$27.68	\$27.05	98%	\$28.50	103%	
4	Applications Support Specialist	Specialist, Information Technology Support		NS		\$34.36	\$30.25	88%	\$34.20	100%	
District Comparison to Market								2020-2021 Pay	93%	Plan	101%

Notes

- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons to Market		
	Above (Over 110%)	-
	At market (90% - 110%)	2
	Below (Less than 90%)	2

South San Antonio ISD

Market Comparisons, 2020-2021

Positions Sorted by Benchmark Position

Police

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2020-2021 Market Salary	2020-2021 District Salary	2020-2021 District Salary Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market
1 Chief of Police	Chief of Police	14	S	23	\$96,301	\$86,573	90%	\$86,542	90%
2 Police Dispatcher	Communications Operator		NS		\$20.29	\$16.74	83%	\$19.00	94%
3 Police Lieutenant	Lieutenant	14	C	3	\$79,654	\$67,200	84%	\$72,403	91%
4 Police Officer/Certified Peace Officer	Certified Peace Officer	6	C	9	\$25.33	\$22.87	90%	\$23.75	94%
5 Police Sergeant	Sergeant, Certified Peace Officer	-20	C	5	\$32.91	\$30.89	94%	\$29.69	90%
District Comparison to Market						2020-2021 Pay	88%	Plan	92%

Notes

- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- S** Market salary is median of statewide responses for student enrollment of 7,000 to 12,999

Summary of Pay Comparisons to Market		
	Above (Over 110%)	-
	At market (90% - 110%)	3
	Below (Less than 90%)	2

South San Antonio ISD
Market Comparisons, 2020-2021
 Positions Sorted by Benchmark Position

Clerical & Technical

Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate	2020-2021 District Rate	2020-2021 District Rate Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market	
1	Accounts Payable Clerk	Clerk III, Accounts Payable	C	9	\$20.85	\$18.94	91%	\$20.65	99%
2	Bookkeeper - HS	Bookkeeper, HS	M	9	\$19.25	\$18.45	96%	\$20.65	107%
3	Campus Attendance/PEIMS Data Clerk - ES	Clerk II, Attendance ES	M	9	\$17.08	\$14.73	86%	\$16.39	96%
4	Campus Attendance/PEIMS Data Clerk - HS	Clerk III, Attendance HS/Data	M	9	\$16.90	\$18.38	109%	\$17.70	105%
5	Campus Attendance/PEIMS Data Clerk - MS	Clerk III, Attendance MS/Data	M	9	\$16.85	\$17.20	102%	\$17.70	105%
6	Campus Secretary	Secretary, Special Education	M	5	\$15.93	\$17.43	109%	\$16.39	103%
7	Director Secretary	Secretary, Director	M	9	\$21.04	\$22.32	106%	\$22.51	107%
8	Employee Benefits Specialist	Specialist, Risk Management	C	9	\$23.28	\$25.10	108%	\$24.54	105%
9	Executive Administrative Secretary	Secretary, Executive Director	M	9	\$25.31	\$26.86	106%	\$24.54	97%
10	General Clerk I	Office Clerk I	NS		\$15.44	\$15.41	100%	\$14.50	94%
11	Human Resources Specialist	Specialist, Leave	C	9	\$21.21	\$22.87	108%	\$24.54	116%
12	Payroll Clerk	Specialist, Payroll	C	10	\$21.30	\$22.53	106%	\$24.54	115%
13	Principal Secretary - ES	Secretary, Principal ES	M	9	\$19.86	\$20.79	105%	\$20.65	104%
14	Principal Secretary - HS	Secretary, Principal HS	M	9	\$20.91	\$19.88	95%	\$22.51	108%
15	Principal Secretary - MS	Secretary, Principal MS	M	9	\$19.43	\$18.35	94%	\$20.65	106%
16	Purchasing Clerk	Secretary, Director Purchasing	C	6	\$19.34	\$20.28	105%	\$22.51	116%
17	Receptionist - Central Office	Clerk I, Receptionist	M	9	\$15.03	\$15.54	103%	\$14.50	96%
18	Registrar - HS	Registrar, HS	M	8	\$20.04	\$20.65	103%	\$20.65	103%
19	Superintendent Secretary	Senior Executive Asst, Superintendent	M	9	\$31.48	\$36.21	115%	\$29.20	93%
District Comparison to Market						2020-2021 Pay	102%	Plan	104%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons to Market		
	Above (Over 110%)	1
	At market (90% - 110%)	17
	Below (Less than 90%)	1

South San Antonio ISD
Market Minimum Comparisons, 2020-2021
Positions Sorted by Benchmark Position

Clerical & Technical
Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate Minimum	2020-2021 District Rate Minimum	2020-2021 District Minimum Compared to Market
1	Accounts Payable Clerk	Clerk III, Accounts Payable	M	8	\$17.26	\$16.73	97%
2	Bookkeeper - HS	Bookkeeper, HS	M	8	\$15.94	\$16.73	105%
3	Campus Attendance/PEIMS Data Clerk -	Clerk II, Attendance ES	M	8	\$14.72	\$13.27	90%
4	Campus Attendance/PEIMS Data Clerk -	Clerk III, Attendance HS/Data	M	8	\$15.33	\$14.34	94%
5	Campus Attendance/PEIMS Data Clerk -	Clerk III, Attendance MS/Data	M	8	\$15.20	\$14.34	94%
6	Campus Secretary	Secretary, Special Education	M	5	\$14.36	\$13.27	92%
7	Director Secretary	Secretary, Director	M	8	\$17.78	\$18.23	103%
8	Employee Benefits Specialist	Specialist, Risk Management	M	8	\$19.76	\$19.88	101%
9	Executive Administrative Secretary	Secretary, Executive Director	M	8	\$20.80	\$19.88	96%
10	Human Resources Specialist	Specialist, Leave	M	9	\$18.51	\$19.88	107%
11	Payroll Clerk	Specialist, Payroll	M	9	\$18.51	\$19.88	107%
12	Principal Secretary - ES	Secretary, Principal ES	M	8	\$16.72	\$16.73	100%
13	Principal Secretary - HS	Secretary, Principal HS	M	8	\$18.58	\$18.23	98%
14	Principal Secretary - MS	Secretary, Principal MS	M	8	\$17.08	\$16.73	98%
15	Purchasing Clerk	Secretary, Director Purchasing	M	6	\$18.28	\$18.23	100%
16	Receptionist - Central Office	Clerk I, Receptionist	M	8	\$13.01	\$11.81	91%
17	Registrar - HS	Registrar, HS	M	7	\$16.41	\$16.73	102%
18	Superintendent Secretary	Senior Executive Asst, Superintendent	M	8	\$25.34	\$23.65	93%
District Comparison to Market						Plan	98%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	18
	Below (Less than 90%)	-

South San Antonio ISD
Market Comparisons, 2020-2021
 Positions Sorted by Benchmark Position

Instructional Support

Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate	2020-2021 District Rate	2020-2021 District Rate Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market	
1 Classroom Teacher Aide	Instructional Aide	M	8	\$12.97	\$13.30	103%	\$13.75	106%	
2 Computer Lab Aide	Instructional Aide, Computer Lab	M	5	\$15.35	\$14.66	96%	\$14.85	97%	
3 Library Aide	Clerk II, Library	M	7	\$14.72	\$15.30	104%	\$16.39	111%	
4 Nursing Assistant (non-certified)	Aide, Nurse	NS		\$14.37	\$15.10	105%	\$14.85	103%	
5 Special Education Aide - General/Resource	Instructional Aide, Sped Inclusion/Resource	M	7	\$14.24	\$14.54	102%	\$14.85	104%	
6 Special Education Aide - Self-Contained	Instructional Aide, Sped BAC/Incl/Life-Skills/PPCD	M	7	\$15.34	\$15.23	99%	\$16.04	105%	
District Comparison to Market						2020-2021 Pay	102%	Plan	104%

- Notes**
M Market salary is median of reporting comparison districts
NS Market salary is median value of non-school market

Summary of Pay Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	6
Below (Less than 90%)	-

South San Antonio ISD
Market Minimum Comparisons, 2020-2021
Positions Sorted by Benchmark Position

Instructional Support
Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate Minimum	2020-2021 District Rate Minimum	2020-2021 District Minimum Compared to Market
1	Classroom Teacher Aide	Instructional Aide	M	7	\$11.81	\$11.15	94%
2	Computer Lab Aide	Instructional Aide, Computer Lab	M	4	\$13.49	\$12.03	89%
3	Library Aide	Clerk II, Library	M	6	\$12.72	\$13.27	104%
4	Special Education Aide - General/Resource	Instructional Aide, Sped Inclusion/Resource	M	6	\$12.72	\$12.03	95%
5	Special Education Aide - Self-Contained	Instructional Aide, Sped BAC/Incl/Life-Skills/PP	M	6	\$12.95	\$13.16	102%
District Comparison to Market						Plan	97%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	4
	Below (Less than 90%)	1

South San Antonio ISD
Market Comparisons, 2020-2021
Positions Sorted by Benchmark Position

Auxiliary

	Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate	2020-2021 District Rate	2020-2021 District Rate Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market
1	Bus Driver	Bus Driver	C	10	\$17.23	\$17.90	104%	\$18.45	107%
2	Bus Monitor	Bus Aide	M	10	\$12.18	\$11.92	98%	\$13.00	107%
3	Cafeteria Manager - ES	Cafeteria, Manager ES	M	9	\$16.94	\$17.72	105%	\$18.17	107%
4	Cafeteria Manager - HS	Cafeteria, Manager HS	M	9	\$21.09	\$18.26	87%	\$13.00	62%
5	Cafeteria Worker	Cafeteria Worker	C	9	\$11.87	\$12.57	106%	\$13.00	110%
6	Custodial Supervisor	Custodian, Supervisor	C	5	\$26.56	\$27.14	102%	\$25.03	94%
7	Custodian	Custodian	C	9	\$12.28	\$12.42	101%	\$13.00	106%
8	District Child Nutrition Supervisor	Child Nutrition, Area Supervisor	M	8	\$28.26	\$29.29	104%	\$29.29	104%
9	Electrician	Electrician, Journeyman	C	9	\$25.82	\$25.78	100%	\$25.03	97%
10	General Maintenance Worker	General Worker	C	8	\$17.50	\$16.43	94%	\$16.82	96%
11	Grounds Supervisor	Athletics/Grounds, Foreman	NS		\$23.70	\$24.27	102%	\$25.03	106%
12	Groundskeeper	Groundskeeper	C	10	\$13.99	\$14.04	100%	\$14.82	106%
13	HVAC Mechanic (Licensed)	HVAC, Master	C	10	\$25.14	\$23.27	93%	\$25.03	100%
14	Lead Custodian - ES	Custodian, Head ES	M	9	\$15.64	\$14.10	90%	\$14.82	95%
15	Lead Custodian - HS	Custodian, Head HS	M	9	\$19.04	\$13.76	72%	\$14.82	78%
16	Locksmith	Maintenance, Glazier/Locksmith	NS		\$23.35	\$25.04	107%	\$21.39	92%
17	Maintenance Foreman	Foreman, (various PG8)	C	9	\$27.54	\$27.89	101%	\$29.29	106%

South San Antonio ISD
Market Comparisons, 2020-2021
Positions Sorted by Benchmark Position

Auxiliary

Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate	2020-2021 District Rate	2020-2021 District Rate Compared to Market	2020-2021 District Pay Range Midpoint	2020-2021 Pay Range Midpoint Compared to Market	
18 Painter	Painter	C	9	\$19.28	\$15.42	80%	\$18.17	94%	
19 Pest Control Specialist	Maintenance, General Worker II - IPM	C	3	\$19.09	\$21.95	115%	\$18.17	95%	
20 Plumber	Plumber, Journeyman (vacant)	C,X	9	\$25.69	-		-		
21 Vehicle Mechanic	Mechanic II, Vehicle	C	10	\$22.11	\$21.02	95%	\$21.39	97%	
22 Warehouse Assistant	Warehouse, Work Helper	C	7	\$15.14	\$16.34	108%	\$14.82	98%	
23 Warehouse Supervisor	Warehouse, Foreman	C	8	\$25.75	\$26.27	102%	\$25.03	97%	
District Comparison to Market						2020-2021 Pay	98%	Plan	98%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons to Market	Above (Over 110%)	1
	At market (90% - 110%)	18
	Below (Less than 90%)	3

South San Antonio ISD
Market Minimum Comparisons, 2020-2021
Positions Sorted by Benchmark Position

Auxiliary
Rate Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2020-2021 Market Rate Minimum	2020-2021 District Rate Minimum	2020-2021 District Minimum Compared to Market
1	Bus Driver	Bus Driver	M	8	\$15.26	\$15.00	98%
2	Bus Monitor	Bus Aide	M	8	\$11.19	\$11.25	101%
3	Cafeteria Manager - ES	Cafeteria, Manager ES	M	7	\$14.61	\$14.72	101%
4	Cafeteria Manager - HS	Cafeteria, Manager HS	M	7	\$17.82	\$11.25	63%
5	Cafeteria Worker	Cafeteria Worker	M	7	\$11.13	\$11.25	101%
6	Custodial Supervisor	Custodian, Supervisor	M	4	\$25.93	\$20.27	78%
7	Custodian	Custodian	M	7	\$11.13	\$11.25	101%
8	District Child Nutrition Supervisor	Child Nutrition, Area Supervisor	M	7	\$25.04	\$23.72	95%
9	Electrician	Electrician, Journeyman	M	8	\$21.02	\$20.27	96%
10	General Maintenance Worker	General Worker	M	6	\$12.92	\$13.62	105%
11	Groundskeeper	Groundskeeper	M	8	\$11.66	\$12.00	103%
12	HVAC Mechanic (Licensed)	HVAC, Master	M	8	\$21.26	\$20.27	95%
13	Lead Custodian - ES	Custodian, Head ES	M	7	\$13.06	\$12.00	92%
14	Lead Custodian - HS	Custodian, Head HS	M	7	\$16.98	\$12.00	71%
15	Maintenance Foreman	Foreman, (various PG8)	M	7	\$23.92	\$23.72	99%
16	Painter	Painter	M	8	\$16.00	\$14.72	92%
17	Pest Control Specialist	Maintenance, General Worker II - IPM	M	2	\$18.30	\$14.72	80%
18	Plumber		M,X	8	\$21.16		
19	Vehicle Mechanic	Mechanic II, Vehicle	M	8	\$18.61	\$17.33	93%
20	Warehouse Assistant	Warehouse, Work Helper	M	5	\$14.20	\$12.00	85%
21	Warehouse Supervisor	Warehouse, Foreman	M	7	\$21.45	\$20.27	94%
District Comparison to Market						Plan	92%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	15
	Below (Less than 90%)	5