

Teachers, Librarians, and Nurses (RN) Salary Plan Development
 South San Antonio ISD Model: \$54,500 starting, 5.0% / 6.0% GPI

2018-2019 Years of Exp	2018-2019 New Hire Salary	5.0% / 6.0% General Pay Increase	Additional Adjustment	=	2019-2020 Years of Exp	2019-2020 Proposed New Hire Salary
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					0	\$54,500
0	\$52,250	+	\$2,800	+	= 1	\$55,050
1	\$52,750	+	\$2,800	+	= 2	\$55,550
2	\$53,135	+	\$2,800	+	= 3	\$55,935
3	\$53,385	+	\$2,800	+	= 4	\$56,185
4	\$53,585	+	\$2,800	+	= 5	\$56,385
5	\$53,785	+	\$3,350	+	= 6	\$57,135
6	\$54,185	+	\$3,350	+	= 7	\$57,535
7	\$54,485	+	\$3,350	+	= 8	\$57,835
8	\$54,785	+	\$3,350	+	= 9	\$58,135
9	\$55,085	+	\$3,350	+	= 10	\$58,435
10	\$55,385	+	\$3,350	+	= 11	\$58,735
11	\$55,685	+	\$3,350	+	= 12	\$59,035
12	\$55,985	+	\$3,350	+	= 13	\$59,335
13	\$56,285	+	\$3,350	+	= 14	\$59,635
14	\$56,585	+	\$3,350	+	= 15	\$59,935
15	\$56,985	+	\$3,350	+	= 16	\$60,335
16	\$57,685	+	\$3,350	+	= 17	\$61,035
17	\$57,985	+	\$3,350	+	= 18	\$61,335
18	\$58,285	+	\$3,350	+	= 19	\$61,635
19	\$58,585	+	\$3,350	+	= 20	\$61,935
20	\$59,085	+	\$3,350	+	= 21	\$62,435
21	\$59,685	+	\$3,350	+	= 22	\$63,035
22	\$59,985	+	\$3,350	+	= 23	\$63,335
23	\$60,485	+	\$3,350	+	= 24	\$63,835
24	\$61,385	+	\$3,350	+	= 25+	\$64,735
25+	\$62,285					

General pay increase is applied to the market median salary (\$55,791).

Current Market Median			Exp Diff
Value	Compare Before	Compare After	

0 Years

51,750	101%	105%
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550

500

385

250

5 Years

52,989	102%	106%
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200

750

400

300

10 Years

54,709	101%	107%
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300

300

300

300

15 Years

56,128	102%	107%
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300

300

400

700

20 Years

58,378	101%	106%
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300

300

300

500

600

300

500

900

Teachers, Librarians, and Nurses (RN) Hiring Minimum	\$54,500	Teachers, Librarians, and Nurses (RN) Hiring Maximum	\$75,500
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South San Antonio ISD

Model A

Summary of Cost Estimates, 2019-2020

Model A: \$54,500 starting, 5%/6% GPI, Administrative/Professional 3%, Others 6%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$54,500 starting salary	592		\$1,903,566		\$33,476,604
^{1a} 5.0% (\$2,800) and 6% (\$3,350) general pay increase		592	\$1,900,032	5.7%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
Administrative/Professional	138		\$432,095		\$10,023,052
^{1c} 3.0% of pay range midpoint increase		131	\$310,845	3.1%	
Teacher pay equity adjustments		32	\$72,191	0.7%	
Targeted adjustment 2		32	\$36,285	0.4%	
3.0% of pay range midpoint increase to employees paid over range maximum		7	\$12,774	0.1%	
Technology	12		\$46,609		\$607,421
^{1a} 6.0% of pay range midpoint increase		12	\$43,165	7.1%	
Targeted adjustments		6	\$3,444	0.6%	
Clerical Support	86		\$179,233		\$2,745,932
^{1c} 6.0% of pay range midpoint increase		76	\$161,547	5.9%	
Adjustments to 1.0% above pay range minimum		5	\$421	0.0%	
Placement scale adjustments		7	\$3,993	0.1%	
6.0% of pay range midpoint increase to employees paid over range maximum		10	\$13,272	0.5%	
Instructional Support	133		\$181,636		\$2,856,999
^{1c} 6.0% of pay range midpoint increase		118	\$169,499	5.9%	
6.0% of pay range midpoint increase to employees paid over range maximum		15	\$12,137	0.4%	
Auxiliary	267		\$398,286		\$5,861,152
^{1c} 6.0% of pay range midpoint increase		257	\$363,708	6.2%	
Adjustments to 1.0% above pay range minimum		1	\$826	0.0%	
Placement scale adjustments		14	\$20,424	0.3%	
6.0% of pay range midpoint increase to employees paid over range maximum		10	\$13,328	0.2%	
Police	14		\$48,096		\$585,216
^{1c} 6.0% of pay range midpoint increase		13	\$39,456	6.7%	
Adjustments to 1.0% above pay range minimum		2	\$1,747	0.3%	
Placement scale adjustments		7	\$6,874	1.2%	
6.0% of pay range midpoint increase to employees paid over range maximum		1	\$19	0.0%	
Subtotal - General Pay Increase	1,242	1,228	\$3,000,307	5.3%	
Subtotal - Implementation/Equity Adjustments		98	\$141,118	0.3%	
Total Cost Estimate			\$3,141,425	5.6%	\$56,156,376

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

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

South San Antonio ISD

Summary of Cost Estimates, 2019-2020

Model A: \$54,500 starting, 5%/6% GPI, Administrative/Professional 3%, Others 6%

House Bill 3 Estimates

	Projected Increases	Subtotal	30% of New Revenue
Teachers, Librarians, Nurses, Counselors			
			At least 75%
Teachers	1,746,158	1,910,791	1,794,183
Librarians	38,032		
Nurses	45,975		
Counselors	80,626		
Full-Time, Non-Administrators			
			Remaining 25%
Clerical Support	179,233	807,251	598,061
Instructional Support	181,636		
Auxiliary	398,286		
Police	48,096		
Total		2,718,042	2,392,244

South San Antonio ISD

Model B

Summary of Cost Estimates, 2019-2020

Model B: \$54,500 starting, 5%/6% GPI, Administrative/Professional 4%, Others 5.5%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
Teachers, Librarians, and Nurses (RN)					
<u>\$54,500 starting salary</u>	592		\$1,903,566		\$33,476,604
^{1a} 5.0% (\$2,800) and 6% (\$3,350) general pay increase		592	\$1,900,032	5.7%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
Administrative/Professional	138		\$516,919		\$10,023,052
^{1c} 4.0% of pay range midpoint increase		131	\$412,616	4.1%	
Teacher pay equity adjustments		28	\$51,453	0.5%	
Targeted adjustment 2		30	\$34,050	0.3%	
4.0% of pay range midpoint increase to employees paid over range maximum		7	\$18,800	0.2%	
Technology	12		\$43,800		\$607,421
^{1a} 5.5% of pay range midpoint increase		12	\$39,569	6.5%	
Targeted adjustments		7	\$4,231	0.7%	
Clerical Support	86		\$166,014		\$2,745,932
^{1c} 5.5% of pay range midpoint increase		77	\$148,939	5.4%	
Adjustments to 1.0% above pay range minimum		6	\$993	0.0%	
Placement scale adjustments		9	\$4,487	0.2%	
5.5% of pay range midpoint increase to employees paid over range maximum		9	\$11,595	0.4%	
Instructional Support	133		\$166,650		\$2,856,999
^{1c} 5.5% of pay range midpoint increase		119	\$156,153	5.5%	
5.5% of pay range midpoint increase to employees paid over range maximum		14	\$10,497	0.4%	
Auxiliary	267		\$371,031		\$5,861,152
^{1c} 5.5% of pay range midpoint increase		257	\$335,133	5.7%	
Adjustments to 1.0% above pay range minimum		1	\$1,114	0.0%	
Placement scale adjustments		14	\$22,825	0.4%	
5.5% of pay range midpoint increase to employees paid over range maximum		10	\$11,959	0.2%	
Police	14		\$46,579		\$585,216
^{1c} 5.5% of pay range midpoint increase		14	\$36,173	6.2%	
Adjustments to 1.0% above pay range minimum		5	\$2,496	0.4%	
Placement scale adjustments		7	\$7,910	1.4%	
Subtotal - General Pay Increase	1,242	1,228	\$3,045,293	5.4%	
Subtotal - Implementation/Equity Adjustments		96	\$122,686	0.2%	
Total Cost Estimate			\$3,167,979	5.6%	\$56,156,376

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

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

South San Antonio ISD

Summary of Cost Estimates, 2019-2020

Model B: \$54,500 starting, 5%/6% GPI, Administrative/Professional 4%, Others 5.5%

House Bill 3 Estimates

	Projected Increases	Subtotal	30% of New Revenue
Teachers, Librarians, Nurses, Counselors			At least 75%
Teachers	1,746,158	1,913,436	1,794,183
Librarians	38,032		
Nurses	45,975		
Counselors	83,271		
Full-Time, Non-Administrators			Remaining 25%
Technology (if separate)	43,800	794,074	598,061
Clerical Support	166,014		
Instructional Support	166,650		
Auxiliary	371,031		
Police	46,579		
Total		2,707,510	2,392,244

South San Antonio ISD

Model C

Summary of Cost Estimates, 2019-2020

Model C: \$54,500 starting, 5%/6% GPI, Administrative/Professional 5%, Others 5%

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2018-2019 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$54,500 starting salary	592		\$1,903,566		\$33,476,604
^{1a} 5.0% (\$2,800) and 6% (\$3,350) general pay increase		592	\$1,900,032	5.7%	
Hiring schedule equity adjustments		1	\$3,534	0.0%	
Administrative/Professional	138		\$600,793		\$10,023,052
^{1c} 5.0% of pay range midpoint increase		129	\$513,310	5.1%	
Teacher pay equity adjustments		25	\$32,713	0.3%	
Targeted adjustment 2		26	\$28,775	0.3%	
5.0% of pay range midpoint increase to employees paid over range maximum		9	\$25,995	0.3%	
Technology	12		\$40,201		\$607,421
^{1a} 5.0% of pay range midpoint increase		12	\$35,970	5.9%	
Targeted adjustments		7	\$4,231	0.7%	
Clerical Support	86		\$152,750		\$2,745,932
^{1c} 5.0% of pay range midpoint increase		78	\$136,059	5.0%	
Adjustments to 1.0% above pay range minimum		6	\$1,657	0.1%	
Placement scale adjustments		12	\$5,083	0.2%	
5.0% of pay range midpoint increase to employees paid over range maximum		8	\$9,951	0.4%	
Instructional Support	133		\$151,179		\$2,856,999
^{1c} 5.0% of pay range midpoint increase		121	\$142,088	5.0%	
5.0% of pay range midpoint increase to employees paid over range maximum		12	\$9,091	0.3%	
Auxiliary	267		\$341,040		\$5,861,152
^{1c} 5.0% of pay range midpoint increase		257	\$303,428	5.2%	
Adjustments to 1.0% above pay range minimum		1	\$1,402	0.0%	
Placement scale adjustments		18	\$25,723	0.4%	
5.0% of pay range midpoint increase to employees paid over range maximum		10	\$10,487	0.2%	
Police	14		\$45,081		\$585,216
^{1c} 5.0% of pay range midpoint increase		14	\$32,870		
Adjustments to 1.0% above pay range minimum		6	\$3,686		
Placement scale adjustments		7	\$8,525		
Subtotal - General Pay Increase	1,242	1,228	\$3,086,411	5.5%	
Subtotal - Implementation/Equity Adjustments		96	\$103,117	0.2%	
Total Cost Estimate			\$3,189,528	5.7%	\$56,156,376

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

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

South San Antonio ISD

Summary of Cost Estimates, 2019-2020

Model C: \$54,500 starting, 5%/6% GPI, Administrative/Professional 5%, Others 5%

House Bill 3 Estimates

	Projected Increases	Subtotal	30% of New Revenue
Teachers, Librarians, Nurses, Counselors			At least 75%
Teachers	1,746,158	1,916,506	1,794,183
Librarians	38,032		
Nurses	45,975		
Counselors	86,341		
Full-Time, Non-Administrators			Remaining 25%
Technology (if separate)	40,201	730,251	598,061
Clerical Support	152,750		
Instructional Support	151,179		
Auxiliary	341,040		
Police	45,081		
Total		2,646,757	2,392,244



**2019-2020
Pay and Compensation Plan**

DRAFT

TABLE OF CONTENTS

SCHOOL BOARD.....	<u>3</u>
TEACHERS.....	<u>5</u>
TEACHER PAY SCALE PERSONNEL	<u>6</u>
ADMINISTRATIVE/PROFESSIONAL.....	<u>7</u>
ADMINISTRATIVE/PROFESSIONAL PAY STRUCTURE	<u>8</u>
CLERICAL/TECHNICAL SUPPORT	<u>11</u>
CLERICAL/TECHNICAL SUPPORT PAY STRUCTURE	<u>12</u>
INSTRUCTIONAL SUPPORT	<u>14</u>
INSTRUCTIONAL SUPPORT PAY STRUCTURE	<u>15</u>
AUXILARY	<u>16</u>
AUXILARY PAY STRUCTURE.....	<u>17</u>
POLICE	<u>19</u>
POLICE PAY STRUCTURE	<u>20</u>
TECHNOLOGY	<u>21</u>
TECHNOLOGY PAY STRUCTURE	<u>22</u>
SUBSTITUTE	<u>24</u>
PART-TIME/TEMPORARY EMPLOYEES	<u>26</u>
SUPPLEMENTAL PAY.....	<u>28</u>
SUMMER/EXTRA DUTY.....	<u>30</u>
STIPENDS.....	<u>33</u>

Prepared by
HUMAN RESOURCES

South San Antonio ISD

SCHOOL BOARD

2019-2020

Ms. Connie Prado, President

Ms. Gilbert F. Rodriguez, Vice President

Ms. Shirley Ibarra Pena, Secretary

Mr. Homer Flores, Trustee

Mr. Louis Ybarra, Jr. , Trustee

Ms. Mandy Martinez, Trustee

Mr. Elda L. Flores, Trustee

SUPERINTENDENT OF SCHOOLS

Dr. Alexandro Flores

Director for Human Resources

Ms. Sherri Seaman

**2019-2020
Salary Structures by
Job Families**

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

South San Antonio ISD
Teachers, Librarians, and Nurses (RN)
2019-2020 School Year

0	\$52,250
1	\$52,750
2	\$53,135
3	\$53,385
4	\$53,585
5	\$53,785
6	\$54,185
7	\$54,485
8	\$54,785
9	\$55,085
10	\$55,385
11	\$55,685
12	\$55,985
13	\$56,285
14	\$56,585
15	\$56,985
16	\$57,685
17	\$57,985
18	\$58,285
19	\$58,585
20	\$59,085
21	\$59,685
22	\$59,985
23	\$60,485
24	\$61,385
25+	\$62,285

<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 2018-2019 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.

Administrative/ Professional

2019-2020 Administrative/Professional Pay Plan
South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
AP1			Daily	\$202.50	\$250.00	\$297.50
	Truant/Attendance Officer	193	193 Days	39,083	48,250	57,418
	ESREA Specialist	226	210 Days	42,525	52,500	62,475
	Testing Facilitator	240	226 Days	45,765	56,500	67,235
			240 Days	48,600	60,000	71,400
AP2			Daily	\$235.33	\$288.75	\$342.17
	Assistant Athletic Trainer	187	187 Days	44,007	53,996	63,986
	Facilitator, At-Risk	210	202 Days	47,536	58,328	69,118
	Facilitator, School Age Parent Program	207	207 Days	48,713	59,771	70,829
	Speech Lang Path (Assistant)	187	210 Days	49,419	60,638	71,856
	Facilitator Head Start Family Services	210	226 Days	53,185	65,258	77,330
	Coordinator, HS Testing	226	240 Days	56,479	69,300	82,121
	Accountant	240				
	Dual Credit Facilitator	202				
	Mentor, Head Start Readiness - moved fr AP1	210				
AP3			Daily	\$274.66	\$334.95	\$395.24
	Athletic Trainer	187	187 Days	51,361	62,635	73,909
	College Advisor	226	190 Days	52,185	63,641	75,096
	Coordinator, Custodian And Grounds	240	198 Days	54,383	66,320	78,258
	Counselor ES	187	202 Days	55,481	67,660	79,838
	Counselor HS	202	210 Days	57,679	70,339	83,000
	Counselor HS Lead	226	226 Days	62,073	75,699	89,324
	Counselor MS	198	240 Days	65,918	80,388	94,858
	Diagnostician	187				
	Facilitator, Bilingual/ESL	226				
	Facilitator, Instructional	187				
	Facilitator, Special Ed	226				
	Facilitator, Special Ed ARD/In	187				
	Occupational Therapist	202				
	Specialist, RTI	210				
	Coordinator, Truancy	226				
	Coordinator, Family Comm. Services	202				
	On-Site Coordinator (Gear-UP)	226				
	Coordinator, Gear Up Mentoring	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AP4			Daily	\$289.37	\$355.05	\$420.73
	Asst Director Child Nutrition	240	193 Days	55,848	68,525	81,201
	Asst Principal ES	198	198 Days	57,295	70,300	83,305
	Asst Principal MS	198	202 Days	58,453	71,720	84,987
	Coor,Human Resources	240	207 Days	59,900	73,495	87,091
	Chief of Police	240	215 Days	62,215	76,336	90,457
	Community Relations Officer	240	226 Days	65,398	80,241	95,085
	Coord, Advanced Academics	240	240 Days	69,449	85,212	100,975
	Coord, HS ERSEA	226				
	Coord, Instr. Tech & Media Sv	240				
	Coord, PBIS - Sch Grant - removed	240				
	Health Service Coordinator	193				
	LSSP	202				
	PBIS Facilitator, SCT Grant - removed	215				
	Coord, STEM MS Academy	215				
	Specialist, Behavior	207				
	Coord, Fine Arts MS Academy	215				
	Specialist, HS Health	226				
	Specialist, PBIS Behavior - removed	207				
	Speech Language Pathologist	187				
AP5			Daily	\$306.73	\$376.35	\$445.97
	Asst Athletic/PE Coordinator	226	210 Days	64,413	79,034	93,654
	Asst Principal HS	210	226 Days	69,321	85,055	100,789
	Asst Principal, HS (Special Needs & High Risk)	210	240 Days	73,615	90,324	107,033
	Coordinator, Career Technical Education	240				
	Coordinator, Safety & Security	240				
	Coordinator, Guidance & Counseling	240				
AP6			Daily	\$330.21	\$402.69	\$475.17
	Director, Athletic Program	240	215 Days	70,995	86,578	102,162
	Director, Bil/Mig/ESL	240	226 Days	74,627	91,008	107,388
	Director, Child Nutrition	240	240 Days	79,250	96,646	114,041
	Director, Early Childhood	240				
	Director, Early College HS	226				
	Director of Facilities	240				
	Director, Teaching & Learning	240				
	Director, Purchasing	240				
	Director, Research & Eval. Inf	240				
	Director, Strategic Planning & Innovation	240				
	Director, Transportation	240				
	Principal ES	215				
	Associate Principal	226				
	DAEP Principal	226				
	Director, Payroll	240				
	Director, Budget & Fiscal Services	240				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
AP7			Daily	\$353.32	\$430.88	\$508.44
	Director, Student Empowerment & Choice Prg	240	215 Days	75,964	92,639	109,315
	Principal MS	226	226 Days	79,850	97,379	114,907
	Director, Fed & State Program	240	240 Days	84,797	103,411	122,026
	Director, Human Resources	240				
	Director, Special Ed	240				

AP8			Daily	\$386.88	\$471.81	\$556.74
	Exec Director, Curriculum & Instruction	240	240 Days	92,851	113,234	133,618
	Exec Director, School & Comm. Partnerships	240				
	Exec Principal Early College High School	240				
	Exec Director, Business & Finance	240				

AP9			Daily	\$437.18	\$533.15	\$629.12
	Chief Academic Officer	240	240 Days	104,923	127,956	150,989
	Chief Financial Officer	240				
	Chief of Staff	240				

Clerical/ Technical Support

2019-2020 Clerical/Technical Support Pay Plan
 South San Antonio ISD

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
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CT5

Accounts Payable Clerk	240
Secretary, Campus ES	207
Secretary, Campus MS	207
Secretary, Director Sp Ed	240
Secretary, Help Desk	240
Secretary, Transportation	240
Bookkeeper, High School	240
Registrar, High School	240

Hourly		\$15.62	\$19.53	\$23.44
207	Days	25,867	32,342	38,817
240	Days	29,990	37,498	45,005

CT6

Secretary, Athletic Dept.	240
Secretary, Campus High School	226
Secretary, Director Bil/ESL/Mig	226
Secretary, Director Maintenance	240
Secretary, Director of Purchasing	240
Secretary, Child Nutrition - CT5	240
Procurement/Inventory Specialist - CT5	240

Hourly		\$17.18	\$21.48	\$25.78
226	Days	31,061	38,836	46,610
240	Days	32,986	41,242	49,498

CT7

Exec Asst. Chief Academic Officer	240
Exec Asst. Chief Financial Officer	240
Secretary, Executive Director	240
Specialist, HR	240
Specialist, McKinney Vento - was 226	240
Specialist, Payroll	240
Specialist, Budget	240
Admins Asst.- GEAR UP	240

Hourly		\$19.02	\$23.78	\$28.54
210	Days	31,954	39,950	47,947
226	Days	34,388	42,994	51,600
240	Days	36,518	45,658	54,797

CT8

Specialist, Student Data PEIMS - was Coordinator	240
Specialist, Position Mgmt/HR	240
Senior Executive Assistant to Superintendent	240
Specialist, Mutli Media	240
Specialist, Marketing	240

Hourly		\$23.17	\$28.96	\$34.75
240	Days	44,486	55,603	66,720

Instructional Support

2019-2020 Instructional Support Pay Plan
 South San Antonio ISD

Pay Grade	Current Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
IS1				Hourly	\$11.00	\$13.50	\$16.00
		Instructional Aide	183	183 Days	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				
IS2				Hourly	\$11.81	\$14.58	\$17.35
		Instructional Aide, Comp Lab	183	183 Days	17,290	21,345	25,400
		Instructional Aide, Sp ED	183	187 Days	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				
IS3				Hourly	\$12.92	\$15.75	\$18.59
		Instructional Aide, Sp ED-BAC	183	183 Days	18,915	23,058	27,216
		Instructional Aide, Sp ED-LS	183				
		Instructional Aide, Sp ED-PPCD	183				
		Instructional Aide, Sp ED-VAC	183				
		Instructional Aide, Sp ED-SSTEP	183				
IS4				Hourly	\$13.95	\$17.01	\$20.07
		Instructional Aide, Deaf Ed - removed	183	183 Days	20,423	24,903	29,382
		Instructional Aide, Reach Associate	183				
CI1				Hourly	\$20.71	\$23.81	\$26.91
		Interpreter/AH-Cert/ I - removed	183	183 Days	30,319	34,858	39,396
CI2				Hourly	\$24.82	\$28.21	\$31.60
		Interpreter/Cert-Level II - removed	183	183 Days	36,336	41,299	46,262
CI3				Hourly	\$27.06	\$30.75	\$34.44
		Interpreter/Cert-Level III - removed	183	183 Days	39,616	45,018	50,420

Auxiliary

2019-2020 Auxiliary Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$11.00	\$12.75	\$14.50
	Bus Aide 5hr	191	183 Days	16,104	18,666	21,228
	Bus Aide - Head Start 5hr	191	191 Days	16,808	19,482	22,156
	Custodian	240	193 Days	16,984	19,686	22,388
	Custodian - Athletics	240	240 Days	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				
				Non CDL Bus Drivers 5hr- \$13.00 Hour		
2			Hourly	\$11.72	\$14.47	\$17.22
	Head Custodian	240	240 Days	22,502	27,782	33,062
	Head Custodian - Athletics	240				
	Maintenance - Athletics	240				
	Maintenance - General Helper	240				
	Maintenance - Groundskeeper	240				
	Maintenance - HVAC App - removed	240				
	Maintenance - Warehouse Assistant	240				
	Worker, Lead Athletics	240				
	Worker, Athletics	240				
	Warehouse Worker Helper	240				
3			Hourly	\$13.30	\$16.42	\$19.54
	Cafeteria Manager - Assistant	191	183 Days	19,471	24,039	28,607
	Cafeteria Manager - Trainee	191	191 Days	20,322	25,090	29,857
	Head Custodian - HS	240	240 Days	25,536	31,526	37,517
	Maintenance - General Worker	240				
	Warehouse Worker I, Textbooks	240				
4			Hourly	\$14.36	\$17.73	\$21.10
	Cafeteria Manager, ES	193	193 Days	22,172	27,375	32,578
	Maintenance - General Worker II	240	240 Days	27,571	34,042	40,512
	Maintenance - General Worker II-IPM	240				
	HVAC Technician - moved from MS3	240				
	General Maintenance- Painter	240				
5			Hourly	\$15.51	\$19.15	\$22.79
	Cafeteria Manager, MS	193	193 Days	23,947	29,568	35,188
	Maintenance - Mechanic I	240	240 Days	29,779	36,768	43,757
	Transportation Trainer/Field Trip Clerk	240				
	Catering Manager	193				

Pay Grade	Job Title		Minimum	Midpoint	Maximum	
6			Hourly	\$16.75	\$20.68	\$24.61
	Cafeteria Manager - HS	193	193 Days	25,862	31,930	37,998
	Foreman - Warehouse FS	240	240 Days	32,160	39,706	47,251
	Maintenance - Glazier/Locksmith	240				
	Mechanic II	240				
	Plant Manager	240				
7			Hourly	\$19.10	\$23.58	\$28.06
	Electrician - Journeyman	240	240 Days	36,672	45,274	53,875
	Plumber - Journeyman	240				
	Supervisor - Custodial	240				
	Foreman - Athletics/Grounds	240				
	Foreman - Warehouse	240				
	Master - HVAC	240				
8			Hourly	\$21.77	\$26.88	\$31.99
	Area Supervisor - Child Nutrition	207	207 Days	36,051	44,513	52,975
	Foreman - Electrician	240	240 Days	41,798	51,610	61,421
	Foreman - Plumber	240				
	Foreman - HVAC Mechanic	240				
	Foreman - Mechanic	240				
	Foreman - Maintenance	240				
	Supervisor – Transportation	240				
BD			Hourly	\$14.75	\$18.21	\$21.67
	Bus Driver	191	191 Days	14,086	17,390	20,694
	Bus Driver Head Start	191				
	Bus Driver Special Ed	191				

Police

2019-2020 Police Pay Plan
 South San Antonio ISD

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1	Communications Operator	240	Hourly	\$14.31	\$17.40	\$20.49
			240 Days	27,475	33,408	39,341
2	Certified Peace Officer Supervisor, Police Communications	240 240	Hourly	\$17.94	\$21.75	\$25.56
			240 Days	34,445	41,760	49,075
3	Sergeant, Certified Peace Officer	240	Hourly	\$22.01	\$26.20	\$30.39
			240 Days	42,259	50,304	58,349
4	Lieutenant	240	Hourly	\$24.50	\$28.82	\$33.14
			240 Days	47,040	55,334	63,629

Technology

2019-2020 Technology Pay Plan

South San Antonio ISD

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

Substitutes

South San Antonio Independent School District
School Year 2019-2020
 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

Substitute Instructional Aide.....\$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 (LVN).....\$75.00 Daily

Substitute Nurse Aide\$65.00 Daily

*Must meet specific certification requirements.

Part-time/ Temporary Employees

South San Antonio Independent School District
School Year 2019-2020
 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
LSSP Intern.....	\$18.00 Hourly

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

Supplemental Pay

South San Antonio Independent School District
School Year 2019-2020
Supplemental Pay

Staff Development

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

Tutoring (Teachers).....\$25 per hour

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

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

Back-up Bus Drivers

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

On Call

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

Summer School/ Extra Duty

**Summer School Rates
2019-2020 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

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 2019-2020

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

Madra and Five Palms Elementary \$600.00 annually

Palo Alto, Hutchins, Price, Carrillo, and Kindred \$900.00 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 2019-2020

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

Dwight, and Zamora Middle School	\$900.00 annually
Shepard Middle School	\$600.00 annually

(Not to include Principal or Assistant Principal)

UIL One Act Play \$1,000.00 annually

*Paid in two installments (December and June)

Stipends School Year 2019-2020

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
Dance Team.....	\$3,000.00 annually +15 days at daily rate
High School UIL Coordinator	\$1,200.00 annually
Debate Coach	\$1,600.00 annually
UIL One Act Play	\$3,000.00 annually

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 2018-2019

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
Music Coordinator.....	\$3,000.00 annually
Lead Counselor District-wide.....	\$5,000.00 annually
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 2019-2020

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

*Stipends were changed from annual to twice yearly

BAND Stipends 2019-2020

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 2019-2020



HIGH SCHOOL LEVEL

Head Football	\$15,000.00 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 paid out at end of summer

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

*Athletic Coordinator Stipend removed added 39 days to teacher contract