



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: February 28, 2022

Agenda Section: Consent

Agenda Item Title: 2021-2022 Pay and Compensation Plan Amendment

From: Mr. Henry Yzaguirre, Superintendent of Schools

Additional Presenters if Applicable: Tony Kingman

Description: South San Antonio ISD (SSAISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to provide pay system maintenance. TASB offers this maintenance service to former clients that have adopted a market-based pay plan. The 2020-2021 Pay and Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District. The 2021-22 compensation plan amendment is needed to support the vision and operation of the district.

Historical Data: The original 2021-2022 Pay and Compensation Plan is approved on August 18, 2021

Recommendation: Approve the 2021-2022 Pay and Compensation Plan Amendment as recommend

Funding Budget Code and Amount:

South San Antonio ISD
2021-2022 New Hire Guide for
Teachers, Nurses (RN), and Instructional Coach

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

The salaries listed above are based on 10-month employment for the 21-22 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

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

South San Antonio ISD
2021-2022 New Hire Guide for
Librarians and Counselors

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

The salaries listed above are based on 10-month employment for the 21-22 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

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$208.17	\$257.00	\$305.83
	Facilitator, Testing	226	215 Days	44,757	55,255	65,753
	Specialist, ERSEA	226	226 Days	47,046	58,082	69,118
	Specialist, McKinney Vento	226				
	Truancy Attendance Officer	215				
2			Daily	\$242.97	\$298.12	\$353.27
	Athletic Trainer, Asst	187	187 Days	45,435	55,748	66,061
	Coordinator, HS Testing	226	198 Days	48,108	59,028	69,947
	Facilitator, At-Risk	210	202 Days	49,080	60,220	71,361
	Facilitator, Dual Credit	202	207 Days	50,295	61,711	73,127
	Facilitator, Head Start Family Services	210, 226	210 Days	51,024	62,605	74,187
	Facilitator, School Age Parents Program	207	215 Days	52,239	64,096	75,953
	Licensed Clinical Social Worker	198	226 Days	54,911	67,375	79,839
	Licensed Clinical Social Worker Lead	215				
	Mentor, Head Start Readiness	210				
	Speech Language Pathologist, Asst	187				
3			Daily	\$281.84	\$345.82	\$409.80
	Athletic Trainer	187	187 Days	52,704	64,668	76,633
	College Advisor	202	202 Days	56,932	69,856	82,780
	Coordinator, Gear Up Mentoring	226	210 Days	59,186	72,622	86,058
	Coordinator, Gear Up on Site	226	226 Days	63,696	78,155	92,615
	Coordinator, Head Start Family Services	226				
	Diagnostician	187				
	Enrollment, Truancy & Dropout Coordinator	226				
	Facilitator, Bilingual/ESL	226				
	Facilitator, Special Ed	226				
	Facilitator, Special ED ARD/Inclusion	187				
	General Accountant	226				
	Instructional Technology Specialist	226				
	Professional Learning Coordinator	226				
	Specialist, RTI	210				
4			Daily	\$295.93	\$363.11	\$430.29
	Asst Director, Child Nutrition	226	198 Days	58,594	71,896	85,197
	Asst Principal, ES	198	202 Days	59,778	73,348	86,919
	Asst Principal, MS	198	207 Days	61,258	75,164	89,070
	Athletic Coordinator/Head Football	226	215 Days	63,625	78,069	92,512
	Chief of Police	226	226 Days	66,880	82,063	97,246
	Coordinator, Arch/Construction & Design	226				
	Coordinator, Bilingual/ESL	226				
	Coordinator, Career Technology Education	226				
	Coordinator, ERSEA	226				
	Coordinator, Fine Arts MS Academy	215				
	Coordinator, Health Services	202, 215				
	Coordinator, HR	226				

Coordinator, STEM MS Academy	215
Coordinator, Testing	226
Coordinator, PEIMS	226
Director of Advanced Academics	226
ELAR Coordinator	226
LSSP	202
Math Coordinator	226
Specialist, Behavior	207
Specialist, Head Start	226

5	
Asst Athletic Coordinator	226
Asst Principal, HS	210

Daily		\$313.69	\$384.90	\$456.11
210	Days	65,875	80,829	95,783
226	Days	70,894	86,987	103,081

6	
Controller Finance	226
Director of Instructional Technology and Media	226
Director, Athletic Program	226
Director, Child Nutrition	226
Director, Communications and Marketing	226
Director, Early College HS	226
Director, ECC & Head Start	226
Director, Guidance & Counseling	226
Director, Payroll	226
Director, Procurement	226
Director, Technology	226
Director, Research Evaluation	226
Director, CTE	226
Director, Bilingual/ESL	226
Director, Strategic Planning & Innovation	226
Director, Transportation	226
Director, Facilities	226
Director, After School Program	226
Academic Dean, HS	226
Associate Principal, HS	226
Principal, DAEP	226
Principal, ES	220

Daily		\$334.55	\$407.99	\$481.43
220	Days	73,601	89,758	105,915
226	Days	75,608	92,206	108,803

7	
Director, Federal & State Program	226
Director, Special Education	226
Principal, MS	226

Daily		\$357.97	\$436.55	\$515.13
226	Days	80,901	98,660	116,419

8	
Exec Director, Business and Finance	226
Exec Director, C&I	226
Exec Director, HR	226
Exec Director, Learning and Innovation	226
Exec Director, Operations	226
Exec Director, Student Support Services	226
Principal, HS	226

Daily		\$390.19	\$475.84	\$561.49
226	Days	88,183	107,540	126,897

9

Daily		\$456.52	\$556.73	\$656.94
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Chief Academic Officer 226
 Chief Financial Officer 226
 Chief Technology Officer 226

226 Days	103,174	125,821	148,468
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10
 Deputy Superintendent 226

Daily	\$629.38	\$740.45	\$851.52
226 Days	142,240	167,342	192,444

2021-2022 Proposed Technology Pay Plan
 South San Antonio ISD

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

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
	Security Officer	226	30,013	36,160	42,307
2	Certified Peace Officer	226	\$21.00	\$25.00	\$29.00
			37,968	45,200	52,432
3	Sergeant, Certified Peace Officer	226	\$26.67	\$31.75	\$36.83
			48,219	57,404	66,589
4	Lieutenant	226	\$33.61	\$40.01	\$46.41
			60,767	72,338	83,909

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Clerk I, Assessment	207	\$12.54	\$15.40	\$18.26
	Clerk I, Office	183, 226	183 Days	22,546	26,733
	Clerk I, Office CTE	183	207 Days	20,766	30,239
	Clerk I, Receptionist	226	226 Days	22,672	33,014
2					
	Clerk II, Appraisal	193, 207	\$13.53	\$16.71	\$19.89
	Clerk II, Attendance ES	193	183 Days	19,808	29,119
	Clerk II, Attendance HS	193	193 Days	20,890	30,710
	Clerk II, Head Start Bilingual	226	226 Days	24,462	35,961
	Clerk II, Library	183			
	Clerk II, Office	183, 193			
	Clerk II, SEMS	226			
	Clerk II, Special Ed	226			
	Secretary, School Counselor	183			
3					
	Clerk III, Attendance HS/Data	193	\$14.62	\$18.05	\$21.48
	Clerk III, Attendance MS/Data	193, 207	193 Days	22,573	33,165
	Clerk III, Federal Programs	226	207 Days	24,211	35,571
	Clerk III, Lead Data Processor	226	226 Days	26,433	38,836
	Clerk III, Office	193			
	Clerk, Print Shop	193			
4					
	Bookkeeper, Athletics	226	\$15.79	\$19.49	\$23.19
	Bookkeeper, Maintenance	226	226 Days	28,548	41,928
	Clerk, PEIMS Data Entry	226			
	Secretary, Help Desk Technician	226			
	Secretary, Head Start Program	226			
	Specialist, Records Management	226			
5					
	Admin Asst, Gear UP	226	\$17.05	\$21.05	\$25.05
	Bookkeeper, HS	226	207 Days	28,235	41,483
	Clerk III, Accounts Payable	226	226 Days	30,826	45,290
	Registrar, HS	226			
	Secretary, Principal ES	207			
	Secretary, Principal MS	207			
	Secretary, Transportation	226			
	Secretary, Special Education	226			

6

Secretary, Athletics	226
Secretary, Child Nutrition	226
Secretary, Director Bilingual	226
Secretary, Director Maintenance	226
Secretary, Director Purchasing	226
Secretary, Principal HS	226
Secretary, School Counselor	226
Licensed Vocational Nurse	190
Specialist, Procurement/Inventory	226

Hourly		\$18.58	\$22.94	\$27.30
190	Days	28,242	34,869	41,496
226	Days	33,593	41,476	49,358

7

Executive Asst, Chief Academic Officer	226
Executive Asst, Chief Financial Officer	226
Secretary, Executive Director	226
Specialist, Auxiliary	226
Specialist, Leave	226
Specialist, Human Resources	226
Specialist, Payroll	226
Specialist, Professional	226
Specialist, Risk Management	226

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

8

Senior Executive Asst, Superintendent	226
Specialist, HR Position Management	226
Specialist, Marketing	226
Specialist, Multi Media/Communications	226
Specialist, Webmaster	226

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	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.30	\$13.95	\$16.60
	Instructional Aide	183	183 Days	16,543	20,423	24,302
	Instructional Aide, Bilingual	183				
	Instructional Aide, ESL	183				
	Instructional Aide, Head Start	183				
	Instructional Aide, Head Start/Bil	183				
	Instructional Aide, PE	183				
	Instructional Aide, Pre-K	183				
	Instructional Aide, Pre-K/Bil	183				
	Instructional Aide, Pre-K/Head Start	183				
	Instructional Aide, Pre-K/Head Start/Bil	183				
2			Hourly	\$12.21	\$15.07	\$17.93
	Aide, Nurse	101, 183	101 Days	9,866	12,177	14,487
	Campus Monitor	187	183 Days	17,875	22,062	26,250
	Instructional Aide, Computer Lab	183	187 Days	18,266	22,545	26,823
	Instructional Aide, CTE	183				
	Instructional Aide, Sped	183				
	Instructional Aide, Sped Inclusion/Resource	183				
	Instructional Aide, Teen Parenting	183				
3			Hourly	\$13.22	\$16.12	\$19.02
	Instructional Aide, Bilingual	183	168 Days	17,768	21,665	25,563
	Instructional Aide, Sped BAC	168, 183	183 Days	19,354	23,600	27,845
	Instructional Aide, Sped LifeSkills	183	187 Days	19,777	24,116	28,454
	Instructional Aide, Sped PPCD	183				
	Instructional Aide, Sped SSTEP	183				
	Instructional Aide, Sped VAC	183				
	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	190	190 Days	17,404	20,125	22,846
	Bus Driver, Non CDL	190	226 Days	20,702	23,938	27,174
	Cafeteria Worker	190				
	Custodian	226				
	Custodian, Athletics	226				
	Custodian, Food Service	190				
2			Hourly	\$12.33	\$15.23	\$18.13
	Athletic Worker	226	190 Days	18,742	23,150	27,558
	Athletic Worker, Lead	226	226 Days	22,293	27,536	32,779
	Cafeteria, Manager Trainee	190				
	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	190	190 Days	21,371	26,387	31,403
	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	190	190 Days	22,876	28,242	33,607
	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	190	190 Days	24,700	30,491	36,282
	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	190 Days	27,922	34,458	40,994
	Cafeteria, Manager HS	190	226 Days	33,213	40,987	48,762
	Maintenance, Glazier/Locksmith	226				
	Cafeteria, Manager HS	190				
	Mechanic II, Vehicle	226				
7			Hourly	\$20.93	\$25.84	\$30.75

Athletics/Grounds, Foreman	226
Custodian, Supervisor	226
Electrician, Journeyman	226
HVAC, Master	226
Plumber, Journeyman	226
Warehouse, Foreman	226

226 Days	37,841	46,719	55,596
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8

Child Nutrition, Area Supervisor	226
Electrician, Foreman	226
HVAC, Foreman	226
Maintenance, Foreman	226
Plumber, Foreman	226

Hourly	\$24.07	\$29.72	\$35.37
226 Days	43,519	53,734	63,949

BD

Bus Driver	190
Bus Driver, Special Ed	190

Hourly	\$15.20	\$18.72	\$22.24
190 Days	23,104	28,454	33,805

Note:

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

Stipend Recommendations 2021-2022	Yearly
Staff Development [Professional]	\$150
	\$75
Certified Bilingual/ESL Teacher Teaching in Bilingual/ESL Class	\$2,000
Certified Secondary Math Teachers Teaching in Math Class	\$6,000
Certified Secondary Science Teachers Teaching in Science Class	\$6,000
Certified ELAR Teachers Teaching in ELAR Class	\$1,200
Special Education Teachers Teaching in Special Education	\$2,000
LSSP, Diagnosticians, and Speech Language Pathologists	\$3,000
**LSSP, (Retention) \$1,000 per year up to 5 years	\$1,000
LSSP, Diagnosticians, and Speech Language Pathologists Bilingual	\$1,400
Lead LSSP	\$1,000
Dyslexia Program Lead Teacher	\$1,000
Valued Youth Program Lead Teacher	\$500
*New Teacher Mentor	\$300
Teacher Compensation Allotment (Teachers placed on Career Ladder as of 08-31-93)	
Level II	\$1,500
Level III	\$3,000
Elementary Level	
Grade Level Chair	\$800
BAC Professional	\$1,500
Multi Classroom Leader	\$10,000
Career & Technology Education	
*Robotics	\$1,500
*Print Imaging	\$750
*Cosmetology	\$1,000
*Refinishing	\$750
*Cyber Patriot	\$500
*Texas Assn for Future Educators	\$500
*Architecture	\$500
*Health Occupations Student of America (HOSA)	\$500
*Architecture, Construction & Engineering Mentor (A)	\$500
*Future Farmers of America (FFA)	\$1,000
*Culinary Arts	\$1,000
Middle School Level	
Department Heads [Core]	\$1,200
Dept. Heads [PE, SPED, Electives]	\$800
BAC	\$2,600
Sponsors	
Yearbook, Cheerleader, Newspaper	\$1,200
UIL One Act Play	\$1,000
Club	\$250
High School Level	
Department Heads [Core]	\$2,000

Dept. Heads [PE, Electives, SPED, Fine Arts]	\$1,500
BAC	\$3,300
SSHS Mentor Stipend [for new teachers]	\$6,000
HS Auditorium Coordinator	\$1,400
HS Media Coordinator	\$2,000
Music Coordinator	\$3,000
Jr. ROTC Lead Sponsor	\$2,000
Jr. ROTC Assistant	\$1,250
Sponsor	
One Act Play	\$3,000
UIL Coordinator	\$1,200
One Act Play	\$3,000
Pepsquad	\$2,700
Yearbook, Debate, Newspaper	\$1,600
Cheer & Dance	\$1,600 + 15 days @daily rate
Middle & High School UIL Sponsors	\$250 per event
Elementary Club Sponsor	\$250
Elementary UIL Sponsor	\$250
Campus Website Manager	\$1,000
Campus Technology Representative	\$1,000
Lead Counselor	\$1,500
Lead Librarian	Districtwide \$3,000
*Paid in two installments (December and June)	

Other Salary/ Duties 2021-2022	Current
Saturday School, Tutorials, Tutors, Part-time Employees (Professional)	\$30 hourly
Summer School Certified Teachers	\$40 Hourly
Summer School Certified Campus Administrator	\$50 Hourly
Substitute Teacher Pay Plan 2021-2022	Current
Assistant Principal	\$195 daily
Teacher Positions	
Degree with teaching certificate	\$100 daily
Degree without teaching certificate	\$95 daily
Over 60 college hours	\$75 daily
Below 60 college hours	\$60 daily
After 10 consecutive days for the same teacher, the increase to the daily rate beginning on the 11 day	\$10 daily
Instructional Aide Position	\$65 daily
Substitute Bus Driver	\$12.75 hourly
Substitute Bus Aide	\$9.50 hourly
Substitute Custodian/ Food Service Worker	\$9.50 hourly
Substitute Nurse (RN)	\$100 daily
Substitute Nurse Aide	\$65 daily

- All other information related to the 2021-22 compensation plan remains consistent with the previous board approved version.