



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: March 22, 2023

Agenda Section: Consent

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

From: Rita Uresti, Executive Director of Human Resources

Additional Presenters if Applicable: N/A

Description: The 2022-2023 Pay and Compensation Plan contains all pay scales, pay ranges, and stipends for each and every position within the District. The 2022-23 compensation plan amendment is needed to support the vision and operation of the district.

Historical Data: The original 2022-2023 Pay and Compensation Plan was approved on July 26, 2022. Amended versions of the 2022-2023 Pay and Compensation Plan were approved on August 22, 2022 and December 14, 2023.

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

Purchasing Director and Approval Date: NA

Funding Budget Code and Amount: NA

**South San Antonio ISD  
2022-2023 Compensation Plan**

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

<b>2022-2023 Pay Scale</b>									
<b>Years of Experience</b>	<b>2021-22 187 Day Salary</b>	Teacher	Nurses	Lib& ES Counselor	MS Counselor	HS Counselor	Ins. Coach	Lead Counselor	<b>2022-23 Daily Rate</b>
		<b>3% GPI 187 days</b>	<b>3% GPI 190 days</b>	<b>3% GPI 193 days</b>	<b>3% GPI 198 days</b>	<b>3% GPI 202 days</b>	<b>3% GPI 210 days</b>	<b>3% GPI 226 days</b>	
0	\$54,500	\$56,135	\$57,036	\$57,936	\$59,437	\$60,638	\$63,039	\$67,842	\$300.19
1	\$54,700	\$56,341	\$57,245	\$58,149	\$59,655	\$60,860	\$63,271	\$68,091	\$301.29
2	\$54,850	\$56,496	\$57,402	\$58,308	\$59,819	\$61,027	\$63,444	\$68,278	\$302.11
3	\$55,358	\$57,019	\$57,933	\$58,848	\$60,373	\$61,592	\$64,032	\$68,910	\$304.91
4	\$55,735	\$57,407	\$58,328	\$59,249	\$60,784	\$62,012	\$64,468	\$69,380	\$306.99
5	\$55,985	\$57,665	\$58,590	\$59,515	\$61,057	\$62,290	\$64,757	\$69,691	\$308.37
6	\$56,185	\$57,871	\$58,799	\$59,727	\$61,275	\$62,513	\$64,988	\$69,940	\$309.47
7	\$56,985	\$58,695	\$59,636	\$60,578	\$62,147	\$63,403	\$65,914	\$70,936	\$313.87
8	\$57,385	\$59,107	\$60,055	\$61,003	\$62,583	\$63,848	\$66,376	\$71,434	\$316.08
9	\$57,685	\$59,416	\$60,369	\$61,322	\$62,911	\$64,182	\$66,723	\$71,807	\$317.73
10	\$57,985	\$59,725	\$60,683	\$61,641	\$63,238	\$64,515	\$67,070	\$72,180	\$319.38
11	\$58,285	\$60,034	\$60,997	\$61,960	\$63,565	\$64,849	\$67,417	\$72,554	\$321.04
12	\$58,585	\$60,343	\$61,311	\$62,279	\$63,892	\$65,183	\$67,764	\$72,927	\$322.69
13	\$58,885	\$60,652	\$61,625	\$62,598	\$64,219	\$65,517	\$68,111	\$73,301	\$324.34
14	\$59,185	\$60,961	\$61,939	\$62,917	\$64,546	\$65,850	\$68,458	\$73,674	\$325.99
15	\$59,485	\$61,270	\$62,252	\$63,235	\$64,874	\$66,184	\$68,805	\$74,048	\$327.64
16	\$59,785	\$61,579	\$62,566	\$63,554	\$65,201	\$66,518	\$69,152	\$74,421	\$329.30
17	\$60,185	\$61,991	\$62,985	\$63,980	\$65,637	\$66,963	\$69,615	\$74,919	\$331.50
18	\$60,885	\$62,712	\$63,718	\$64,724	\$66,400	\$67,742	\$70,425	\$75,790	\$335.36
19	\$61,185	\$63,021	\$64,032	\$65,043	\$66,728	\$68,076	\$70,772	\$76,164	\$337.01
20	\$61,485	\$63,330	\$64,346	\$65,362	\$67,055	\$68,409	\$71,119	\$76,537	\$338.66
21	\$61,785	\$63,639	\$64,659	\$65,680	\$67,382	\$68,743	\$71,466	\$76,911	\$340.31
22	\$62,285	\$64,154	\$65,183	\$66,212	\$67,927	\$69,300	\$72,044	\$77,533	\$343.07
23	\$62,885	\$64,772	\$65,811	\$66,850	\$68,582	\$69,967	\$72,738	\$78,280	\$346.37
24	\$63,185	\$65,081	\$66,125	\$67,169	\$68,909	\$70,301	\$73,085	\$78,653	\$348.02
25	\$63,685	\$65,596	\$66,648	\$67,700	\$69,454	\$70,857	\$73,663	\$79,276	\$350.78
26	\$64,585	\$66,523	\$67,590	\$68,657	\$70,436	\$71,859	\$74,704	\$80,396	\$355.74

The salaries listed above are based on 10, 11 or 12 month employment for the 22-23 school year. Salary plans are determined on an annual basis and salary advancements are not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1500 General Master's Degree Stipend  
\$2300 Subject-Area Master's Degree Stipend**

**2022-2023 Administrative & Professional Pay Plan**  
 South San Antonio ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2% GPI	3% GPI	
<b>1</b>			<b>Daily</b>	<b>\$212.33</b>	<b>\$262.14</b>	<b>\$311.95</b>		
	Facilitator, Testing	226	226 Days	47,987	59,244	70,501	\$5.14 \$1,162	\$6.12 \$1,383
	Specialist, ERSEA	226						
	Specialist, Family Engagement	226						
	Print Shop Manager	226						
	Truancy Attendance Officer	226						
<b>2</b>			<b>Daily</b>	<b>\$246.31</b>	<b>\$304.08</b>	<b>\$361.86</b>		
	Athletic Trainer, Asst	187	187 Days	46,060	56,863	67,668	\$5.96 \$1,115	\$8.94 \$1,672
	Licensed Clinical Social Worker	198	198 Days	48,769	60,208	71,648	\$1,180	\$1,770
	Licensed Clinical Social Worker Lead	215	202 Days	49,755	61,424	73,096	\$1,204	\$1,806
	Facilitator, Head Start Family Services	210, 226	207 Days	50,986	62,945	74,905	\$1,234	\$1,851
	Facilitator, Dual Credit	202	210 Days	51,725	63,857	75,991	\$1,252	\$1,877
	Mentor, Head Start Readiness	210	215 Days	52,957	65,377	77,800	\$1,281	\$1,922
			226 Days	55,666	68,722	81,780	\$1,347	\$2,020
<b>3</b>			<b>Daily</b>	<b>\$285.72</b>	<b>\$352.74</b>	<b>\$419.76</b>		
	Athletic Trainer	187	187 Days	53,430	65,962	78,495	\$6.92 \$1,294	\$10.37 \$1,939
	College Advisor	202	202 Days	57,715	71,253	84,792	\$1,398	\$2,095
	Coordinator, Head Start Family Services	226	210 Days	60,001	74,075	88,150	\$1,453	\$2,178
	Enrollment, Truancy & Dropout Coordinator	226	226 Days	64,573	79,719	94,866	\$1,564	\$2,344
	Facilitator, Bilingual/ESL	226						
	Facilitator, Special Ed	226						
	Facilitator, Teen Parenting	187						
	Facilitator, Special ED ARD/Inclusion	187						
	General Accountant	226						
	Specialist, Academic	210						
	Coordinator, HS Testing	226						
	Speech Language Pathologist, Asst	187						
<b>4</b>			<b>Daily</b>	<b>\$300.00</b>	<b>\$370.37</b>	<b>\$440.74</b>		
	Asst Principal, ES	198	198 Days	59,400	73,333	87,267	\$7.26 \$1,437	\$10.89 \$2,156
	Asst Principal, MS	202	202 Days	60,600	74,815	89,029	\$1,467	\$2,200
	Athletic Coordinator/Head Football	226	207 Days	62,100	76,667	91,233	\$1,503	\$2,254
	Coordinator, Bilingual/ESL	226	215 Days	64,500	79,630	94,759	\$1,561	\$2,341
	Coordinator, Career Technology Education	226	226 Days	67,800	83,704	99,607	\$1,641	\$2,461
	Coordinator, Facilities	226						
	Coordinator, Traits	226						
	Coordinator, Payroll	226						
	Coordinator, Procurement	226						
	Coordinator, Safety and Security	226						
	Coordinator, ERSEA	226						
	Coordinator, Health Services	202, 215						
	Coordinator, HR	226						
	Coordinator, Testing	226						
	Coordinator, PEIMS	226						
	Coordinator, Gear Up	226						
	Coordinator, Grant	226						
	Academic Coordinator	226						
	LSSP	202						
	Specialist, Behavior	207						
	Specialist, Head Start	226						
	Diagnostician	202						
	SLP	202						
<b>5</b>			<b>Daily</b>	<b>\$318.00</b>	<b>\$392.60</b>	<b>\$467.19</b>		
	Asst Athletic Director	226	210 Days	66,780	82,446	98,110	\$7.70 \$1,617	\$11.55 \$2,426
	Asst Director, Child Nutrition	226	226 Days	71,868	88,728	105,585	\$1,740	\$2,610
	Asst Director, Facilities	226						
	Asst Principal, HS	210						

<b>6</b>	
Controller Finance	226
Director, Athletics	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, Assessment and Accountability	226
Director, CTE	226
Director, Bilingual/ESL	226
Director, Transportation	226
Director, School Improvement	226
Director, Facilities	226
Director of Teaching and Learning	226
Director, Federal & State Program	226
Director, Special Education	226
Chief of Police	226
Principal, ES	220

<b>Daily</b>	<b>\$341.24</b>	<b>\$416.15</b>	<b>\$491.06</b>
<b>220 Days</b>	75,073	91,553	108,033
<b>226 Days</b>	77,120	94,050	110,980

<b>\$8.16</b>	<b>\$12.24</b>
\$1,795	\$2,693
\$1,844	\$2,766

<b>7</b>	
Principal, MS	226
Principal, DAEP	226
Academic Dean, HS	226
Associate Principal, HS	226

<b>Daily</b>	<b>\$365.13</b>	<b>\$445.28</b>	<b>\$525.43</b>
<b>226 Days</b>	82,519	100,633	118,747

<b>\$8.73</b>	<b>\$13.10</b>
\$1,973	\$2,961

<b>8</b>	
Exec Director, Business and Finance	226
Exec Director, Curriculum & Instruction	226
Exec Director, Human Resources	226
Exec Director, Operations	226
Chief of Staff Officer	226
Exec Director, Student Support Services	226
Principal, HS	226

<b>Daily</b>	<b>\$397.99</b>	<b>\$485.36</b>	<b>\$572.72</b>
<b>226 Days</b>	89,946	109,691	129,435

<b>\$9.52</b>	<b>\$14.28</b>
\$2,152	\$3,227

<b>9</b>	
Chief Academic Officer	226
Chief Financial Officer	226

<b>Daily</b>	<b>\$465.65</b>	<b>\$567.86</b>	<b>\$670.07</b>
<b>226 Days</b>	105,237	128,336	151,436

<b>\$11.13</b>
\$2,515

<b>10</b>	
Deputy Superintendent	226

<b>Daily</b>	<b>\$641.97</b>	<b>\$755.26</b>	<b>\$868.55</b>
<b>226 Days</b>	145,085	170,689	196,292

<b>\$14.81</b>
\$3,347

**2022-2023 Technology Pay Plan**  
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>			<b>Daily</b>	<b>\$165.00</b>	<b>\$198.79</b>	<b>\$232.58</b>	<b>\$5.79</b>
	Computer Technician	226	<b>226 Days</b>	37,289	44,927	52,564	\$1,309
	Specialist, Hardware	226					
	Technician, Desktop Service	226					
<b>2</b>			<b>Daily</b>	<b>\$197.99</b>	<b>\$238.55</b>	<b>\$279.10</b>	<b>\$6.95</b>
	Specialist, Telecommunications	226	<b>226 Days</b>	44,747	53,912	63,077	\$1,570
<b>3</b>			<b>Daily</b>	<b>\$237.59</b>	<b>\$286.26</b>	<b>\$334.92</b>	<b>\$8.34</b>
	Specialist,-Technology	226	<b>226 Days</b>	53,696	64,694	75,692	\$1,884
	Specialist, Network	226					
<b>4</b>			<b>Daily</b>	<b>\$285.11</b>	<b>\$343.51</b>	<b>\$401.90</b>	<b>\$10.01</b>
	Administrator, Network	226	<b>226 Days</b>	64,435	77,632	90,830	\$2,261
	Administrator, System	226					
	Administrator, Technology	226					

**2022-2023 Police Pay Plan**  
 South San Antonio ISD

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

## 2022-2023 Clerical Technical Support Pay Plan

South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>							
	Clerk I, Assessment	207	<b>Hourly</b>	<b>\$12.85</b>	<b>\$15.86</b>	<b>\$18.88</b>	<b>\$0.46</b>
	Clerk I, Office	183, 226	<b>183 Days</b>	18,810	23,222	27,634	\$676
	Clerk I, Office CTE	183	<b>207 Days</b>	21,277	26,267	31,258	\$765
	Clerk I, Receptionist	226	<b>226 Days</b>	23,230	28,678	34,127	\$835
<b>2</b>							
	Clerk II, Appraisal	193, 207	<b>Hourly</b>	<b>\$13.94</b>	<b>\$17.21</b>	<b>\$20.48</b>	<b>\$0.50</b>
	Clerk II, Attendance ES	193	<b>183 Days</b>	20,410	25,197	29,985	\$734
	Clerk II, Attendance HS	193	<b>193 Days</b>	21,525	26,574	31,623	\$774
	Clerk II, Head Start Bilingual	226	<b>226 Days</b>	25,206	31,118	37,030	\$906
	Clerk II, Library	183					
	Clerk II, Office	183, 193					
	Clerk II, SEMS	226					
	Clerk II, Special Ed	226					
<b>3</b>							
	Clerk III, Attendance HS/Data	193	<b>Hourly</b>	<b>\$15.06</b>	<b>\$18.59</b>	<b>\$22.12</b>	<b>\$0.54</b>
	Clerk III, Attendance MS/Data	193, 207	<b>193 Days</b>	23,251	28,705	34,159	\$836
	Clerk III, Federal Programs	226	<b>207 Days</b>	24,938	30,788	36,637	\$897
	Clerk III, Lead Data Processor	226	<b>226 Days</b>	27,227	33,613	40,000	\$979
	Clerk III, Office	193					
	Clerk, Print Shop	193					
<b>4</b>							
	Bookkeeper, Athletics	226	<b>Hourly</b>	<b>\$16.26</b>	<b>\$20.07</b>	<b>\$23.89</b>	<b>\$0.58</b>
	Bookkeeper, Maintenance	226	<b>226 Days</b>	29,399	36,295	43,191	\$1,057
<b>5</b>							
	Secretary, Gear UP	226	<b>Hourly</b>	<b>\$17.56</b>	<b>\$21.68</b>	<b>\$25.80</b>	<b>\$0.63</b>
	Bookkeeper, HS	226	<b>198 Days</b>	27,818	34,343	40,869	\$1,000
	Registrar, HS	226	<b>207 Days</b>	29,083	35,905	42,726	\$1,046
	Clerk, PEIMS Data Entry	226	<b>226 Days</b>	31,752	39,200	46,648	\$1,142
	Specialist, Records Management	226					
	Secretary, Principal ES	207					
	Secretary, Principal MS	207					
	Secretary, Director	226					
	Secretary, Middle School Counselor	198					
	Secretary, High School Counselor	226					
<b>6</b>							
	Secretary, Athletics	226	<b>Hourly</b>	<b>\$19.14</b>	<b>\$23.63</b>	<b>\$28.12</b>	<b>\$0.69</b>
	Secretary, Child Nutrition	226	<b>190 Days</b>	29,091	35,915	42,739	\$1,046
	Secretary, Principal HS	226	<b>226 Days</b>	34,603	42,720	50,837	\$1,244
	Secretary, Executive Director	226					
	Clerk III, Accounts Payable	226					
	Licensed Vocational Nurse	190					
	Specialist, Procurement	226					
	Specialist, Marketing	226					
	Specialist, Multi Media/Communications	226					
	Specialist, Webmaster	226					

<b>7</b>
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Executive Asst, Chief Academic Officer	226
Executive Asst, Chief Financial Officer	226
Specialist, Auxiliary	226
Specialist, Human Resources	226
Specialist, Payroll	226
Specialist, Benefits	226
Specialist, HR Position Management	226

Hourly	\$20.87	\$25.76	\$30.65
<b>226 Days</b>	37,725	46,575	55,424

<b>\$0.75</b>
\$1,357

<b>8</b>
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Senior Executive Asst, Superintendent	226
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Hourly	\$26.51	\$31.94	\$38.01
<b>226 Days</b>	47,931	57,748	68,720

<b>\$0.93</b>
\$1,682



**2022-2023 Instructional Support Pay Plan**  
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3% GPI	
<b>1</b>			<b>Hourly</b>	<b>\$11.64</b>	<b>\$14.37</b>	<b>\$17.10</b>	<b>\$0.42</b>
	Instructional Aide	183	<b>183 Days</b>	17,039	21,035	25,032	\$613
	Instructional Aide, Bilingual	183					
	Instructional Aide, ESL	183					
	Instructional Aide, Head Start	183					
	Instructional Aide, Head Start/Bil	183					
	Instructional Aide, PE	183					
	Instructional Aide, Pre-K	183					
	Instructional Aide, Pre-K/Bil	183					
	Instructional Aide, Pre-K/Head Start	183					
	Instructional Aide, Pre-K/Head Start/Bil	183					
<b>2</b>			<b>Hourly</b>	<b>\$12.57</b>	<b>\$15.52</b>	<b>\$18.47</b>	<b>\$0.45</b>
	Aide, Nurse	183	<b>183 Days</b>	18,407	22,724	27,042	\$662
	Campus Monitor	187	<b>187 Days</b>	18,809	23,221	27,633	\$676
	Instructional Aide, Computer Lab	183					
	Instructional Aide, CTE	183					
	Instructional Aide, Sped	183					
	Instructional Aide, Sped Inclusion/Resource	183					
	Instructional Aide, Teen Parenting	183					
<b>3</b>			<b>Hourly</b>	<b>\$13.61</b>	<b>\$16.60</b>	<b>\$19.59</b>	<b>\$0.48</b>
	Instructional Aide, Bilingual	183	<b>183 Days</b>	19,932	24,308	28,683	\$708
	Instructional Aide, Sped BAC	183	<b>187 Days</b>	20,368	24,839	29,310	\$723
	Instructional Aide, Sped LifeSkills	183					
	Instructional Aide, Sped PPCD	183					
	Instructional Aide, Sped SSTEP	183					
	Instructional Aide, Sped VAC	183					
	Parent Liaison	187					

**2022-2023 Auxiliary Pay Plan**  
 South San Antonio ISD

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	6% GPI	
<b>1</b>			<b>Hourly</b>	<b>\$12.07</b>	<b>\$14.03</b>	<b>\$16.00</b>	<b>\$0.79</b>
	Bus Aide	190	<b>190 Days</b>	18,346	21,332	24,319	\$1,207
	Bus Driver, Non CDL	190	<b>226 Days</b>	21,822	25,374	28,927	\$1,436
	Custodian	226					
	Custodian, Athletics	226					
<b>2</b>			<b>Hourly</b>	<b>\$13.08</b>	<b>\$16.14</b>	<b>\$19.21</b>	<b>\$0.91</b>
	Athletic Worker	226	<b>226 Days</b>	23,642	29,188	34,734	\$1,652
	Custodian, Head ES	226					
	Custodian, Head MS	226					
	Custodian, Head HS	226					
	Groundskeeper	226					
	Warehouse, Work Helper	226					
							<b>3% GPI</b>
<b>3</b>			<b>Hourly</b>	<b>\$14.48</b>	<b>\$17.88</b>	<b>\$21.28</b>	<b>\$0.52</b>
	Athletic Worker, Lead	226	<b>226 Days</b>	26,186	32,328	38,471	\$942
	General Worker	226					
<b>4</b>			<b>Hourly</b>	<b>\$15.50</b>	<b>\$19.14</b>	<b>\$22.77</b>	<b>\$0.56</b>
	HVAC Apprentice	226	<b>226 Days</b>	28,026	34,600	41,174	\$1,008
	Maintenance, General Worker II - IPM	226					
	Painter	226					
	Plumber Apprentice	226					
<b>5</b>			<b>Hourly</b>	<b>\$16.74</b>	<b>\$20.66</b>	<b>\$24.59</b>	<b>\$0.60</b>
	Maintenance, Mechanic I	226	<b>226 Days</b>	30,259	37,357	44,454	\$1,088
	Transportation, Trainer	226					
	Transportation, Specialist	226					
<b>6</b>			<b>Hourly</b>	<b>\$18.91</b>	<b>\$23.35</b>	<b>\$27.79</b>	<b>\$0.68</b>
	Maintenance, Glazier/Locksmith	226	<b>226 Days</b>	34,196	42,217	50,238	\$1,230
	Maintenance, Fire Alarm Tech	226					
	Mechanic II, Vehicle	226					
<b>7</b>			<b>Hourly</b>	<b>\$21.56</b>	<b>\$26.62</b>	<b>\$31.67</b>	<b>\$0.78</b>
	Grounds, Foreman	226	<b>226 Days</b>	38,977	48,120	57,263	\$1,402
	Inventories, Foreman	226					
	Custodian, Supervisor	226					
	Electrician, Journeyman	226					
	HVAC, Journeyman	226					
	Plumber, Journeyman	226					
<b>8</b>			<b>Hourly</b>	<b>\$24.80</b>	<b>\$30.61</b>	<b>\$36.43</b>	<b>\$0.89</b>
	Electrician, Foreman	226	<b>226 Days</b>	44,830	55,346	65,861	\$1,612
	Warehouse, Foreman	226					
	HVAC, Foreman	226					
	Maintenance, Foreman	226					
	Plumber, Foreman	226					
	Electrician, HVAC, Plumber - Master	226					
	Transportation, Supervisor	226					

**8.9% GPI**

BD		Hourly	\$17.50	\$21.61	\$25.71
Bus Driver	190	190 Days	26,600	32,847	39,079
Bus Driver, Special Ed	190				

**Note:**

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

## 2022-2023 Nutrition Services Pay Plan

South San Antonio ISD

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

Note:

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

	Stipends 2022-2023	Yearly
	Certified Bilingual/ESL Teacher Teaching in Bilingual/ESL Class	\$2,000
	Certified Secondary Math Teachers Teaching in Math Class	\$6,000
	Certified Secondary Science Teachers Teaching in Science Class	\$6,000
	Certified ELAR Teachers Teaching in ELAR Class	\$1,200
	Special Education Teachers Teaching in Special Education	\$2,000
	LSSP, Diagnosticians, and Speech Language Pathologists	\$3,000
	LSSP, (Retention) \$1,000 per year up to 5 years	\$1,000
	LSSP, Diagnosticians, and Speech Language Pathologists Bilingual	\$1,400
	Lead LSSP	\$1,000
	Dyslexia Program Lead Teacher	\$1,000
	Valued Youth Program Lead Teacher	\$500
	Special Education ARD Facilitator	\$3,000
	New Teacher Mentor	\$300
	Clinical Teacher Mentor (TCLAS)	\$1,000
	Designated Master Teacher - Secondary (above 7 sections)	\$2000/section
	Teacher Compensation Allotment (Teachers placed on Career Ladder as of 08-31-93)	
	Level II	\$1,500
	Level III	\$3,000
	Grant Funded Stipend	as determined by grant
	<b>Elementary Level</b>	
	Grade Level Chair	\$800
	BAC/Life skills Professional	\$1,500
	<b>Career &amp; Technology Education</b>	
	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
	<b>Middle School Level</b>	
	Department Heads [Core]	\$1,200
	Dept. Heads [PE, SPED, Electives]	\$800
	BAC/Life skills Professional	\$2,600
	<b>Sponsors</b>	
	Yearbook, Cheerleader, Newspaper	\$1,200
	UIL One Act Play	\$1,000
	Club	\$250
	MS- Assistant Band Directors (19 days @ daily rate)	\$2,000
	MS- Band Directors (19 days @ daily rate)	\$2,500

<b>High School Level</b>	
Department Heads [Core]	\$2,000
Dept. Heads [PE, Electives, SPED, Fine Arts]	\$1,500
BAC/Life skills Professional	\$3,300
Dual Credit Stipend	\$600
HS Auditorium Coordinator	\$1,400
HS Media Coordinator	\$2,000
Sponsor	
One Act Play	\$3,000
UIL Coordinator	\$1,200
Pep squad	\$2,700
Yearbook, Debate, Newspaper	\$1,600
Cheer & Dance (15 days @ daily rate)	\$1,600
HS- Assistant Band Directors (19 days @ daily rate)	\$3,500
HS- Band Directors (19 days @ daily rate)	\$4,000
HS - Mariachi	\$3,000
Middle & High School UIL Sponsors	\$250 per event
Elementary Club Sponsor	\$250
Elementary UIL Sponsor	\$250
Safety and Security Manager	\$3,000
Campus Website Manager	\$1,000
Campus Technology Representative	\$1,000
Truancy Officer Mileage	\$1,200
JROTC Instructor	\$2,000
JROTC Assistant Instructor	\$1,250
<b>Accountability Performance Pay</b>	
Campus Accountability A Rating	
Campus Based Employee:	\$500
Non- Campus Based Employee:	\$500
Campus Accountability B Rating	
Campus Based Employee:	\$250
Non- Campus Based Employee:	\$250
<b>Average Daily Attendance Performance Pay</b>	
Campus ADA greater than or equal to 93%	
Campus Based Employee:	\$500
Campus ADA greater than or equal to 90%	
Campus Based Employee:	\$250
<b>TCLAS Instructional Coach</b>	\$6,000
<b>Lead Counselor</b>	\$1,500
<b>Lead Librarian (Districtwide)</b>	\$3,000
<b>*Attendance Stipend - Paid in two installments (December and June)</b>	\$1,000

Category	Assignment	Level	Stipend
<b>Athletics</b>			
<b>Middle School</b>			
	MS Athletic Coordinator	Junior High	500
	Basketball	Junior High	2,000
	Football	Junior High	2,750
	Soccer	Junior High	2,000
	Track	Junior High	2,000
	Volleyball	Junior High	2,000
<b>High School</b>			
	Summer Asst. (paid at the end of summer)	High School	1,800
	Asst. Athletic Trainer	High School	11,500
	Athletic Trainer	High School	12,500
<b>Year Round Sports</b>			
<b>Tennis</b>			
	Tennis - Asst	High School	4,000
	Tennis - Head	High School	5,500
<b>Golf</b>			
	Golf - Asst	High School	4,000
	Golf - Head	High School	5,500
<b>Fall Sports</b>			
<b>Cross Country(Fall)</b>			
	Cross Country - Asst	High School	3,750
	Cross Country - Head	High School	5,250
<b>Football (Fall)</b>			
	Football - Asst	High School	6,500
	Football Offensive Coordinator	High School	8,500
	Football Defensive Coordinator	High School	8,500
	Football - Head Coach	High School	15,000
<b>Volleyball (Fall)</b>			
	Volleyball - Asst	High School	4,500
	Volleyball - Head	High School	7,250
<b>Spring Sports</b>			
<b>Swimming (Spring)</b>			
	Swimming - Head	High School	5,000
<b>Basketball (Spring)</b>			
	Basketball - Asst	High School	4,500
	Basketball - Head	High School	7,250
<b>Soccer (Spring)</b>			
	Soccer - Asst.	High School	4,000
	Soccer - Head	High School	5,750
<b>Track &amp; Field (Spring)</b>			
	Track - Asst	High School	3,750
	Track - Head	High School	5,250
<b>Softball (Spring)</b>			
	Softball - Asst	High School	4,500
	Softball - Head	High School	7,250
<b>Baseball (Spring)</b>			
	Baseball - Asst	High School	4,500
	Baseball - Head	High School	7,250

<b>Other Salary/ Duties 2022-2023</b>	<b>Current</b>
Saturday School, Tutorials, Tutors, Part-time Employees (Professional), Professional Development and Curriculum Writing	\$40 hourly
Avid Tutor	\$25 hourly
Summer School Food Service Worker and Bus Aide	\$15 hourly
Summer School Cafeteria Manager and Bus Driver	Hourly Pay
Summer School Instructional Aide, Office Clerk and LVN	\$18 hourly
Summer School Certified Teacher, Social Worker, Registered Nurse and Counselor	\$40 hourly
Summer School Certified Teacher (Secondary Math and Science, Bilingual and Special Education)	\$45 hourly
Summer School Certified Campus Administrator	\$50 Hourly
Summer School Coordinator	\$60 hourly
Student Teacher Interns (TCLAS)	\$25,000 annually
CDL License	\$25 per round trip
<b>Substitute Teacher Pay Plan 2022-2023</b>	<b>Current</b>
Principal	\$295 daily
Assistant Principal	\$195 daily
Non-Degreed (Teacher)	\$100 daily
Degree without teaching certificate	\$110 daily
Degree with teaching certificate	\$120 daily
After 10 consecutive days for the same professional position, the daily rate beginning on the 11 day	\$150 daily
Instructional Aide/Clerical Position	\$65 daily
Substitute Bus Driver	\$12.75 hourly
Substitute Bus Aide	\$9.50 hourly
Substitute Custodian/ Food Service Worker	\$9.50 hourly
Substitute Nurse (RN)	\$100 daily
Substitute Nurse Aide	\$65 daily